

Greetings from Hanify

Brothers and Sisters,

The 2011 General Assembly was one of the most contentious in the history of Indiana. When the Democrat House members walked out and boycotted the session (therefore lacking a quorum) the stated reason was their opposition to "Right to Work" legislation. However, I believe that there were other contributing factors to the walkout, including school reform and teachers collective bargaining rights that were being considered. In the midst of all these discussions, our Meet and Confer and employment rights were discussed, both in caucus and in the halls. Fortunately, we have friends on both sides of the aisle and they spoke up on behalf of public safety. One issue discussed and referred to summer study committee was public employee pension systems. As you may recall from the last newsletter, initially, the 1977 Police and Fire Fund was part of this discussion. Once again, due to years of education and diligence by the PFFUI, the FOP and key leadership in Indiana Association of Cities and Towns (and with the help of past legislators Senator Joseph Harrison, Senator Greg Server, Senator Robert Meeks, Senator Allie Craycraft, Representative Thomas Kromkowski, Representative Larry Buell and current legislators Senator Connie Lawson, Senator Lindel Hume, Senator Mike Young, Senator Phil Boots, Senator Karen Tallian, Representative David Niezgodski and Representative Jerry Torr) we have kept our well-funded, well managed pension fund out of the discussion. For now.



Vice President Whited and I will be having numerous discussions this summer with key legislators, educating them about our pension fund and the fact that the 1977 Fund is over 95% actuarially funded. These legislators hold our future well being in their hands. It is important that we support those who support us. We do this through State PAC. If you are not currently contributing, you can find the form on page 13 of this newsletter.

Another win for this General Assembly was a member of the 1977 Fund being on the PERF Board of Trustees. Currently we, along with the FOP, are recommending PFFUI Secretary-Treasurer Michael Pinkham. Brother Pinkham is hard working, dedicated, ethical and, if he is appointed, will represent us well.

Please read Vice President Whited's article for a full report on the General Assembly.

The 35th annual convention of the PFFUI was held in Michigan City May 17-20. Local 475 President Tony Drzewiecki and the Brothers from Michigan City did a great job hosting and showing off their beautiful city. The hotel accommodations at the Blue Chip were outstanding, the convention golf tournament, and the cookout at Rag Tops, a private automobile museum made the convention a great experience and gave some opportunity for networking away from the convention floor. This was one of the best attended conventions in the history of the PFFUI. I believe the reason for this increase was due to concerns expressed by our members and questions from our local union leadership about the economic problems that face us all across the state of Indiana. In attendance were two delegates from Kokomo Local 396 and one from Muncie Local 1348 that symbolized our dedication to overcoming these economic problems. These three were called back to work due to SAFER Grants. General President Schaitberger had them stand up at the convention opening to remind us of why we are union and where we would be without the IAFF. The IAFF lobbied for these SAFER Grants. Unfortunately, we still have five members of the Muncie Fire Department laid off and 34 members of the Gary Fire Department laid off. However, at convention, Gary Local 359 President Raynard Robinson was notified that their Federal SAFER Grant was approved. Last week, I spoke to Gary Mayor Rudy Clay who anticipates the callbacks occurring very soon.

Also present at the convention was Middlebury Local 4843 delegation, who recently organized into the First District. We are looking forward to their participation in the PFFUI.

It was a busy convention, packed with illustrious speakers. Secretary Treasurer Pinkham gives a full report in his article.

One of the most important things we do as firefighters is remembering our fallen. This year our annual memorial will be held September 23, at 11:30 am at the Indiana Fallen Police and Fire Memorial on the west side of the Indiana Statehouse. I am sad to report that attendance has fallen off in recent years and would even be considered dismal without the motorcycle riders

• ...continued on page 2



INDIANA

Professional Firefighters Newsletter

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3rd Region Trustee: Larry Zuber
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President Emeritus:
Thomas H. Miller
Secretary-Treasurer Emeritus:
Richard O. Kissel

• ... President Hanify's article continued from cover

and state workers that show up. I hope that each Local could send a delegate and ask your department to do the same for this important annual remembrance. Sadly, we will be adding names, including Brother Chad Null from Sullivan Local 1438 and Steve Auch from Indianapolis Local 416.

In conclusion, I am asking two things of you:

First, please consider joining the State PAC. The future of our pension system is at stake. We must have the ability to support our friends in the General Assembly. Fifty dollars a year is not too much to ask to protect our future.

The second thing I ask is that we have a good attendance at the memorial. Throughout my career I have often heard the words "We shall never forget." We need to demonstrate that to the families of our fallen brothers and sisters that this is not an empty promise.

Right before this issue of the PFFUI newsletter went to the printer, I received a call that Muncie Local 1348 Firefighter Scott Davis had been killed in the line of duty.

Muncie Local 1348 worked tirelessly around the clock to ensure Brother Davis was laid to rest with full honors. Departments from around Indiana, surrounding states and even Canada sent firefighters to take part in the ceremonies. I was proud to see that his calling and funeral on June 20th and 21st were filled with Brothers and Sisters who came to pay their respects and honor Scott Davis. Brother Davis will be added to the Indiana Fallen Firefighters Memorial in 2012.

Let us never forget.
Tom Hanify

Vice-President Report

MIKE WHITED

Brothers and Sisters,

At last the 2011 General Assembly session is over and I can now give my final report. This session was action packed and full of surprises. President Hanify and I had to pay close attention to what was happening at all times and scrutinize every bill, including any amendments that were filed. This wasn't an easy task but it had to be done because, if we hadn't, the outcome would have been entirely different. Many labor organizations were in the cross hairs this year: At first we were included in some awful pieces of legislation. However, because of the relationships that we have built in the past with many legislators on both sides we were removed from most of the harmful bills, but not all. We still had to work hard to get our



point across on issues that could have had a negative impact on our members or units that we work for. Overall we (the PFFUI) had a successful year. I have said this before but it's worth repeating: These things don't happen by accident, they happen because of who we are as an organization and because of the presence we have at the General Assembly.

One of the hardest bills to work was defending our right to run for office. Eight different bills were filed taking away firefighters' right to run for office where they live and work. With the bills were filed in both chambers and by both parties, Hanify and I knew this was going to be like trying to stop the proverbial runaway freight train. After many meetings and lots of hours spent on this issue we were able to get what we thought was the most palatable compromise for us all, then in the final minutes of the session when the Statehouse was in a frenzy, it was voted down by the House of Representatives. Another bill that caused us to pull out what hair we had left (not much, I will admit) was the bill that affected fire territories: In the end we will still have the right to keep and form new fire territories. We were also instrumental in stopping legislation that would have prohibited local units of government from passing an ordinance to charge for fire inspections. Finally, we were amended out of a bill that had the potential of doing away with collective bargaining agreements or a contract on a local level simply by the executive of a local unit of Government entering into an agreement with the State.

HB1048 and SB549 are examples of two major victories we had this session.

HB1048 had two important components. The first part (after the IRS gives a favorable ruling) will now bring all members of the 77 fund that apply for line of duty disability under the same standards. Second, this bill will clarify the PLSD that was passed in 2010. It will now allow a member of the 77 fund that was in the DROP and had exited without retiring the option to enter into the PLSD and if any member is currently in the DROP the option to exit and enter into the PLSD. Anyone interested in the latter, I would strongly suggest that you contact PERF and look at both benefits before you exit the DROP. In addition, any member that enters the DROP after July 1st 2011 will not have the option of exiting the DROP and entering the PLSD.

With the monumental passage of SB549 we will now have a police officer or firefighter serving as a member of the 1977 Police and Fire Pension Fund as a voting member of the PERF board of trustees. This has been legislation that the PFFUI has pursued for many years and now after the Governor makes this appointment it will become reality.

Despite everything that happened this year at the State House and all of the countless hours spent on what goes with this position, I still enjoy doing this and take great pride in representing all of you at the General Assembly. If you have any questions please give me a call or you can go to our web site to see a full list of the bills we were tracking this year.

Secretary-Treasurer Report

MICHAEL PINKHAM

2011 PFFUI Convention Summary

The 35th annual convention of the Professional Firefighters Union of Indiana was held in Michigan City May 18 – 20, 2011 at the Blue Chip Casino and Spa hotel.

A total of 113 delegates, 23 alternates, and numerous guests representing 38 of our 66 Locals attended, with an additional 10 Locals represented by proxies. IAFF General President Harold Schaitberger, IAFF General Secretary-Treasurer and PFFUI President Emeritus Thomas Miller, Secretary-Treasurer Emeritus Richard Kissel, and IAFF 8th District Vice-President Paul Hufnagel joined the PFFUI Executive Board for a well attended and successful convention.

A total of four (4) resolutions were debated in committees and acted upon. No resolutions created an additional per capita increase at this convention. Resolutions acted upon are summarized as follows:

A resolution was adopted establishing a committee to review the finances of the PFFUI specifically identifying normal and expected operating expenditures which should be funded through per capita revenues.

A resolution was adopted authorizing the principal officers to negotiate a long term lease or purchase of the house we are presently renting month to month from Indianapolis Local 416. Any agreement would be subject to the final approval of the PFFUI Executive Board.

A resolution was adopted reinforcing the policy that affiliates are expected to maintain per capita payments current and further specifying that registration to PFFUI functions and eligibility for subsidized incentives such as provided lodging will not be authorized unless good standing is maintained.

A resolution was adopted establishing a committee to review retirement and disability benefit options currently available to single role EMS members and to research the desirability

and feasibility of pursuing a statutory system to benefit these members.

Floor action by the delegates unanimously endorsed the re-elections of IAFF General President Harold Schaitberger, IAFF General Secretary-Treasurer Thomas Miller, and IAFF 8th District Vice-President Paul Hufnagel. The IAFF elections will occur at the next convention in Philadelphia in July 2012.

IAFF General President Harold Schaitberger presented a rousing speech detailing the IAFF's Fighting Back Campaign in response to the unprecedented attacks on collective bargaining, pensions, and public employee labor groups across the nation.

IAFF General Secretary-Treasurer Thomas Miller informed the delegates of improvements being achieved in the GST's offices including an ever increasing assortment of on-line resources available to affiliate officers.

IAFF 8th District Vice-President Paul Hufnagel spoke of the battles being fought in cities and in the legislatures in the neighboring states of Ohio, Michigan, Kentucky, and Illinois and of the continued success in obtaining SAFER grants bringing firefighters back from layoffs throughout the district.

Secretary-Treasurer Mike Pinkham presented detailed financial reports on Union and PAC finances and the Trustees reported that the audit review was completed satisfactorily. The organization continues to be strong financially and able to meet all current and projected needs in the near future.

The membership presently stands at 66 locals with 6,272 active members and 1,206 retired-active members and per capita rates remain unchanged at \$3.94 per active member and \$1.97 per retired member. In the past year Columbus Township Local 4823 and Syracuse Local 4795 affiliated with the PFFUI and Middlebury Local 4843 joined us at convention and affiliated this month.

Our successful year in the Indiana General Assembly tracking numerous bills and achieving results both securing passage and securing defeat of specific legislation was summarized by Vice-President Mike Whited and detailed information is posted and available on our web site at www.pffui.com.

Numerous friends from the Indiana General Assembly including Representatives Dennis Tyler, David Niezgodski, Ed Soliday, Tom Dermody, and Senators Karen Tallian, Jim Arnold, and Ed Charbonneau addressed the delegates and praised the efforts of our lobby-

ists and the respect they have achieved in the General Assembly.

Larry Zuber, 3rd District Trustee and spokesman for PAC development, spoke of our organization's goal of achieving affiliated Local's membership contributions equivalent to \$1.00 per member per paycheck to benefit our Indiana Firefighters PAC and strengthen our abilities to compete successfully in the Indiana General Assembly.

President Hanify echoed Zuber's remarks and detailed the need for political resources to influence our friends and foes at the Statehouse. Our political respect, from cultivating friends on both political sides of the aisle, afforded us some protection from the anti-labor legislation pushed during this year's session. With one-party control of both chambers and the Governor's office, the challenges will continue in the year ahead.

President Hanify, Vice-President Whited, and other PFFUI representatives are available to attend affiliate meetings and assist local officers in communicating understanding of our legislative issues and the necessity for members to support our efforts by contributing to the PAC.

District Vice-Presidents Ed Lomeli, Ron Meikle, Mark Mastison, Mike Reeves, Tony Murray, and Bob Loviscek all spoke, informing delegates of the achievements as well as the struggles Locals in their Districts are experiencing.

Tim Bailey, New Albany Local 410, spoke of attending the IAFF Legislative Conference with PFFUI representatives earlier this year as a recipient of our Affiliate Scholarship Program. He expressed awe at the experience of visiting with Congressional Representatives in our nation's capitol and of the impressive and informative conference the IAFF conducted. Individuals from Locals with 99 or fewer active members are eligible for the Affiliate Scholarship Program. Next year, two representatives will be selected to attend the IAFF Convention in Philadelphia. A notice for applications be sent out this fall.

In addition to the Executive Board Officers' reports, delegates also were informed of important issues in presentations from IAFF Financial Corporation representatives and particularly noteworthy were briefings on social networking and other legal issues by attorneys Leo Blackwell and Andrew Duncan. Brothers and Sisters should be especially careful of postings on social networking sites that could very easily result in them facing disciplinary actions.

Bloomington and Fort Wayne were nominated as cities for the 2013 convention and Bloomington was selected to be our host by the delegates present. Next year's convention will be in Indianapolis.

First District

ED LOMELI - VICE PRESIDENT

Hello again from the First District,

The PFFUI had its 35th Annual Convention right here in the 1st District. Michigan City Local 475 was our host. The brothers and sisters of Michigan City made sure that our state convention was one to remember. Our week started Tuesday with a golf outing, which was well-attended and very well put together. On Wednesday, the convention was opened with a posting of the Colors by Schererville Local 4279, followed by a rousing speech from IAFF General President Harold Schaitberger. The General President spoke of the attacks on collective bargaining and pensions on all labor groups across the country, not just public safety. President Schaitberger assured the convention floor that the IAFF will do what ever it takes to protect our pensions and collective bargaining rights. IAFF Secretary Treasurer Tommy Miller & 8th District Vice President Paul Hufnagel also addressed the delegates, alternates and guests. At the end of the first three speakers, the floor took a vote and decided to have the PFFUI be the first to endorse General President Schraitberger, Secretary Treasurer Tom Miller & 8th District Vice President Paul Hufnagel for the next IAFF convention. The convention delegates also worked on resolutions including two that were approved: EMS Pension Committee, which allows the PFFUI to establish a committee to review retirement & disability benefit options available to our EMS members and Per Capita Review Committee, which allows the PFFUI to establish a committee to review the finances of the PFFUI and identify normal and expected operation expenditures which should be funded through the Per Capita structure.

During the convention, the Brothers and Sisters of Gary Local 359 received a call from the office of 1st District Congressman Pete Visclosky informing them that their SAFER Grant had been approved. This could bring 34 firefighters back to work. This was great news they had been waiting a long time for.

The 1st District is also proud that Valparaiso Local 1124 Firefighter Stephanie Hart has been chosen to be one of twelve women in Americas Female Firefighter calendar. The AFF's mission is to raise and expend funds for the benefit of burn survivors across the United States. We are all proud of you Stephanie.

I hope everyone is successful this summer in their golf outings, softball tournaments, concerts and the Big Goshen Smoker. Please make sure that all information is posted on the PFFUI web site. I would like to wrap up by thanking everyone that serves their Local on any e-board or committee—without you there would not be a union. Have a safe and enjoyable summer!

Second District

RON MEIKLE - VICE PRESIDENT

Brothers and Sisters of the PFFUI,

The spring brought warmer temperatures and some success to locals of the 2nd District. With the fiscal and political climate that we are experiencing all across the state, it is a win for your local or the PFFUI to keep firefighters on the job and maintain benefits that are currently enjoyed by each member.

The diligent and consistent work is evident in many different communities and locals. Frankfort is currently negotiating their first contract thanks to the "Meet and Confer" legislation that the PFFUI lobbied to get passed by the General Assembly. Richmond Fire Department is very close to supplying EMS service to its citizens, with a few more hurdles to jump over before its implementation. Ft Wayne firefighters were successful in winning a contract arbitration hearing surrounding spousal carve out for primary coverage of health insurance.

Success was also present at the ballot box this spring. Locals from all across the 2nd district played an integral part in supporting candidates that understood issues that impact firefighters. Logansport and Muncie each have one of their own on the ballot this fall in the Mayoral races of their respective communities. Huntington, Ft Wayne and Kokomo all saw big victories at the polls as friends were successful and enemies were defeated in primary elections. These results are a testament to the value of what we can do as a group to back qualified candidates and help them succeed. I encourage each of you to inform yourselves of the political stances and views of each candidate, and support those who will advocate for public safety.

The PFFUI State Convention hosted by Michigan City was a rousing success with plenty of information passed along and valuable contacts established as attendees networked. A few of the highlights included speakers from many different levels of government; an informative lecture concerning social media in the fire service; resolutions passed (detailed elsewhere in this newsletter); and statements by General President Harold Schaitberger and General Secretary-Treasurer Tom Miller. 8th District VP Paul Hufnagel also addressed the delegates concerning the state of affairs in the 5 state region that make up this district and PFFUI VP Mike Whited gave a detailed report of all the 2011 legislative action that affects firefighters in the state.

There are many opportunities to participate in activities throughout the summer. Check out the PFFUI calendar online for events near you. If your local is hosting an event, contact the PFFUI office with the pertinent facts and they will make sure that it is posted.

Remember to make plans to attend the Tiny Adams Memorial Ride and Fallen Firefighters Remembrance on September 23. Enjoy the warm weather and have a safe summer.

Third District

MARK A. MASTISON - VICE PRESIDENT

Brothers & Sisters of the PFFUI:

Welcome once again from the 3rd District. As the summer heats up, so does the work of the PFFUI. The local union leaders across the state are working the political system to help elect our friends and defeat our enemies. We must continue to work hard to help those who support professional firefighters across this great State of Indiana. Sitting on the sidelines will only allow those that want to attack our pay and benefit system the opportunity to continue.

The PFFUI is fresh off the annual convention, hosted by Michigan City Local 475. The Brothers and Sisters did an outstanding job of hosting. The hard work of the delegates in attendance resulted in the submitted resolutions passing with no increase in per capita. This allows the PFFUI to continue to do business while not putting any increased financial burden on the locals. Two committees were created by convention action. One is to look into EMS Pension issues, and the other is to look into per capita funding of essential PFFUI functions.

The 3rd District continues to work to improve relations within the district. Terre Haute Local 758 continues to lead the way in charitable endeavors. President Brad Doan and his board have never met a charity unworthy of support. I applaud their efforts and hope that they can continue for years to come. Vincennes Local 664 is in the process of hosting an IAFF sponsored Haz-Mat class, thanks to Brother James Ridley, Director of the IAFF Haz-Mat training division. Brother Ridley has been a tremendous advocate for firefighters across the State of Indiana. Past President of Princeton Local 1634, Mike Pflug, was recently named Chief of the Princeton Township Fire Department. Brother Pflug did an outstanding job as a union leader, serving on several state committees. New Local 1634 President Nick Meller has continued the tradition of service to the PFFUI. We wish them both luck in the future. The 3rd District caucus was hosted by Washington Local 495 and President Dewayne Murphy. The Brothers did an outstanding job and President Murphy continues to do a superb job of working well with the current mayor. They are planning on hosting a Fire Ops 101 in September to give the local politicians a better perspective of what we do.

The PFFUI State Memorial will be held on September 23 in Indianapolis. This annual event is a remembrance ceremony for the fami-

lies of our fallen Brothers and Sisters. We will be adding to the wall, so let's try to have the best turnout possible to support the families in attendance.

As always, your PFFUI Executive Board is working hard for you. We are in the process of formulating our legislative agenda for next year, so if you have any ideas don't hesitate to contact us. We look forward to seeing you at future events.

Fourth District

MIKE REEVES - VICE PRESIDENT

First let me start by thanking Local 416 President Wayne Smith and our Executive Board for allowing me to represent our membership at the PFFUI. It really is an honor to do so.

The 4th District is always evolving, most dramatically through our recent mergers.

With SB 526 failing this year I don't foresee any additional mergers happening unless the 2012 Legislature gets it approved next year. I thought it would be interesting to look at the mergers to date with IFD.

In 2006 IFD had 751 firefighters. With the first merger of Washington Township we added an additional 156. Warren came in with 129, Perry 108, Franklin 92 and Lawrence 109, for a total of 1345 firefighters not counting EMS. Today, IFD totals 1216 sworn firefighters. There is a difference of 129 less firefighters, with an approximate savings of \$12 million each year. We are doing our part: With the tax caps in place and with less tax revenues because of the recession, no one has been laid off.

We have had some Station closures: Station 5 closed last December and Ladder 21 is slated to close next December.

EMS has undergone a huge change. IFD turned over the ambulance service to a new EMS division of the City. It is under the control of the Director of Public Safety. I am happy to say, the members voted to continue being represented by the IAFF and Local 416. January 2011 brought a new contract negotiated with Local 416 and Indianapolis with no salary increase but with some other monies for added to the base. The Four-year contract will be an increase in the pension base slightly and have some incentives added.

Last fall President Hanify asked me to be the PFFUI representative at the Indiana Fire Chiefs/PSMS quarterly meeting. The intent is to create a basic program for all departments to follow which may include annual physical screenings, workout programs and annual work evaluations. The committee is to create a "tool box" for all fire departments in Indiana to access in helping firefighters to become more healthy and create less time loss of injuries and illnesses.

I also worked with President Hanify to locate property close to downtown that the PFFUI may be interested in obtaining for a permanent site of our State offices. The search done by an IFD firefighter with over 25 years in the real estate business showed us that the move anywhere close to downtown would not be financially feasible. At this year's convention Resolution #2 was passed, allowing our principle officers to negotiate with Local 416 in a long term lease or purchase of the current building that houses PFFUI offices.

In closing I would like to thank President Hanify and VP Whited and Treasurer Pinkham for all their hard work at the legislature this year. Tom said it was productive for most but it was a very intense session. A special thanks to Kara for all her hard work throughout the year and keeping our officers in line.



BILL SIGNING: JUNE 2, 2011

Right: Governor Daniels signed Senate Enrolled Act 6, which allows firefighters to retain all their employment rights when providing mutual aid in the states bordering the state of Indiana legislators who helped on the bill included Senator Joe Zakas, Representative Woody Burton, Representative Mike Speedy, Representative Randy Frye and Representative Tim Wesco. Fire Marshall Greeson was also present.

Above left: Governor Daniels signed House Enrolled Act 1048, which fixes the pension system so line of duty disabilities that occurred between 1977 and 1990 are eligible to apply for favorable tax status. Lt Steve Cook from Indianapolis, who was shot and disabled in the Line of Duty, was a compelling spokesman for this bill. Front row: Steve Cook, Governor Mitch Daniels, Representative Woody Burton; Back Row: Tom Hanify, Mike Whited, Representative Mike Speedy, Representative Randy Frye and Representative Tim Wesco.

Above right: Steve Cook and his fiancée Lisa Stevens with Representative Mike Speedy and Representative Randy Frye outside the Governor's office after the signing of House Enrolled Act 1048



Fifth District

TONY MURRAY - VICE PRESIDENT

In May, delegates and alternates from locals around the state gathered for a successful PFFUI Convention in Michigan City. Ten of the thirteen locals in the 5th District were represented at the convention by delegates or proxy. In total, four resolutions were discussed and passed. Readers can find a full summary of the convention included in Secretary-Treasurer Pinkham's report. Great thanks are extended to President Tony "D", the Board, and the entire Michigan City Local 475 membership for their great hospitality.

Below is a summary of the 5th District Vice-president's report I delivered at the convention. The report highlights some of the activities and work the locals around the district have been involved with since we last met in convention.

Martinsville Local 4214 - initiated their rights under "Meet and Confer" for the first time. They were able to use the recent NIST study on staffing to justify two additional firefighters added to the ranks this year. Also, they were able to discuss a pay adjustment, additional holidays, and new SCBA's in their department. Last fall, the local led a successful awareness drive in the community by getting involved in their Firefighters wear pink campaign.

Greenfield Local 4747 - has new leadership this year and has seen increased member participation. Their leadership attended the PFFUI Legislative Conference and PEP seminar earlier this year. They were proud to present a donation for PFFUI PAC from their membership to President Hanify at the Legislative Conference.

Franklin Local 3433 - has been busy getting involved in charitable events and raising money for great causes. The local raised and donated nearly \$8500 for various causes such as Hoosier Burn Camp (hosted a movie for the community at a local theatre), Susan G. Coleman Foundation, MDA, and a fund raiser for a member's ill son. I look forward to attending the local's family picnic in July.

Hancock Co. Local 4787 - is working hard in their community and in the firehouses. The local has spent time reorganizing their administrative operation in the local to ensure best service for their members. The local has taken great strides in a short time since reorganizing out of Indianapolis.

Crawfordsville Local 4143 - received a SAFER grant in the last year which enabled them to hire an additional eight new firefighters to help them reach their staffing and service goals. They were very grateful to Nicole Ridley for her expertise in writing their grant and

helping them navigate the application. The local recently held a political meet and greet as they prepare for the elections in the fall. Recently, the local was able to raise \$6000 in one night at their annual Count Down event.

Johnson Co. Local 4252 - saw their membership grow again when Bargersville FD joined the local bringing 21 newly organized members. The Greenwood District recently elected new membership and are utilizing meet and confer. White River continues to work hard for the membership. The local held a great Pink Shirt campaign in the fall, bringing awareness to women's cancers in the community. The local plans to hold a Fire Ops 101 program for elected and appointed officials.

Carmel Local 4444 - renegotiated their contract and were able to meet their goals. The local recently initiated PAC Check-off for PFFUI PAC and made their first contribution to President Hanify at the convention. In the Primary Election, the local was active in working for their endorsed mayor and four council members. They were successful in their efforts. Two new trustees were elected and serve the membership on the Board and have been active in attending the PFFUI Legislative Conference and PEP, as well as the IAFF Legislative Conference in D.C. The local will see five new members hired this year as they maintain staffing levels.

Hamilton Co. Local 4416 - held successful fund raisers for MDA and women's cancers last year. The local hosted a successful Trivia Night earlier this year to help raise funds for members' families with health challenges. The local continues to participate in a PFFUI PAC Check-off, contributing important funds for state political action. Cicero District VP Darren Collar was selected and attended the IAFF Political Training Academy earlier this year. The local was successful in winning an important township trustee race last year which has resulted in the newest fire territory formed in Indiana; an important step forward in fire and EMS protection in the northern part of the county. The local's newsletter was awarded 1st Place in the IAFF Media Awards Contest for the second consecutive year. Plans are underway for the local's third Fire Ops 101 event this year. The local was engaged in political action in the Primary Election where they were successful in 24 of 26 endorsed candidates elected.

Connersville Local 2205 - is busy renegotiating their contract this year. The local also established PFFUI PAC Check-off in their local, adding much needed funds to statewide firefighter political action. They are also waiting for notification on their SAFER grant application to hire firefighters to fill positions lost through attrition. President Tipton

was a recipient of the PFFUI scholarship and attended the most recent IAFF Legislative Conference in D.C. He represented his local and Indiana very well when meeting with members of Congress on Capitol Hill.

Hendricks Co. Local 4406 - has new two new principal officers. They are busy setting priorities and meeting with the districts in the local. Brownsburg was active in the Primary Election and have launched a new website for their PAC to communicate their message to the membership as well as the community. They also recently held another successful golf outing for Hoosier Burn Camp.

It was my pleasure to co-chair with 4th District VP Reeves, the Incumbent Testing Committee last fall. The committee worked to establish resources for locals around the state that are or may consider establishing minimum physical standards for incumbents. I also joined with my counterpart from the 6th District, Bob Loviscek, to organize the Indiana delegation visit to Capitol Hill. As the summer progresses, I look forward to my visits with local officers and catching union meetings around the 5th District. As always, please let me know how the PFFUI can be of assistance to your local in the 5th District of this great state union. Have a great and productive summer.

Sixth District

ROBERT LOVISCEK - VICE PRESIDENT

Brothers and Sisters, The Annual PFFUI Convention, held in Michigan City, was again a success. The First District Convention Committee and Michigan City members did an outstanding job of welcoming the State Delegates and making them feel at home. As I have said throughout the year, the Sixth District has been very fortunate to not have faced many of the troubling times that many in the state have had to endure in the last year. This is not simply by luck: The communities of the Sixth District have worked hard with our locals and the locals have listened and made sacrifices in order to stay in front of the financial difficulties plaguing many around the state. For this we can be grateful, but there is always work to be done. So, some brief comments about all the locals within the Sixth District. (As of this writing.)

BEDFORD changed their department Administration late last summer. Chief Gillespie made some significant and progressive changes during his tenure and was successful in helping secure a Public Safety LOIT for Lawrence County. The Mayor decided to go in a different direction and the leadership change has proved fruitful to the overall morale of the department.

COLUMBUS has used the Meet and Confer Legislation, passed at the Statehouse because of the leadership of the PFFUI, to start talks with the Columbus City Council Members in the hopes of securing a collective bargaining agreement. Columbus will have a new mayor following the General Election in November and the leadership has already begun discussions with both candidates.

CLARKSVILLE is in the process of filing a grievance through arbitration for the purposes of securing a minimum staffing guideline due to problems they continue to face as a combination department with no contract agreement. This has not only affected morale in Clarksville, but raises major issues with the safety of their professional members.

SEYMOUR's firefighters, along with all city staff, have not seen a raise in 4 years, but continue to not see layoffs due to the cooperation between the Union, Administration and City Officials. Four firefighters have retired in the last 3 months, and they are almost done with the hiring process to bring on four new recruits. Seymour's Chief recently retired, and the new Chief is continuing to be a supporter of the local and its members. Chief Fred Hines was a vocal and effective leader of that department and will be missed.

Our newest local COLUMBUS TOWNSHIP, was presented their charter on September 13th 2010 by President Hanify and myself, and they are honored to be part of the IAFF and the PFFUI. They hit the ground running, endorsing their incumbent Trustee Fred Barkes

and in spite of tough opposition in the General Election, their candidate reclaimed his office and continues to be a supporter of the Columbus Township Professionals. Through a collaborative effort with his Chief, President Bannister was able to attend the Legislative Conference and PEP in March. He was impressed with the fact that even the smallest of locals had a say in the PFFUI.

Surprising everyone this year, JEFFERSONVILLE's mayor picked a new Chief and tapped former Jeffersonville Local President Dave Kaskie to lead the Department. As the Chief, Dave has continued to speak on behalf of the brothers in Jeffersonville. They are currently working on a hiring process to make adjustments for the annexation that has been approved. The current President Rick VanGuilder is an aggressive no nonsense person who will serve the membership down there well.

NEW ALBANY had almost a complete turnover in their union leadership and the individuals who stepped up to be in the leadership roles of the local are a focused group that will definitely have a major impact on that local. They have begun to tackle some issues that have fell by the wayside the last few years and I am confident that they will get the mission accomplished. On the subject of New Albany, Tim Bailey, through the scholarship program that was implemented by the PFFUI, was able to attend the IAFF Legislative Conference in Washington DC in March. Tim left that conference confident that he can make a difference and I believe he will.

Lastly, my home local of BLOOMINGTON. This year we added another District to our local, Van Buren Township, which is a small combination department in Monroe County. This would have never been possible without the support of their Township Trustee Rita Barrow who encouraged them to unionize. Politically, Local 586 coordinated a six union endorsement for our incumbent mayor who faced a strong challenge in the primary in May. This endorsement included AFSCME, IBEW, PLUMBERS AND STEAMFITTERS Unions, and the FRATERNAL ORDER OF POLICE. This was significant because the three city unions had never been able to come to agreement on any issue. With budgets tight, coalition building within your jurisdictions is important. We are all fighting for the same slices of the shrinking budget pie. One further comment: Three months ago Joe Johnson, a firefighter from Bloomington, was injured in a training incident. Joe fractured three vertebrae, had a large laceration on top of his head and other injuries. I called upon the PFFUI and Indianapolis Local 416 for help. Joe was Lifelined to Indy, and there were representatives at the landing pad when the chopper arrived. They stayed with Joe until his family arrived and then acquired food and lodging for them. I would just like to publically thank Tom Hanify and Kara Glennon from the PFFUI and Wayne Smith and Ted Waldroup and all the other members of Indianapolis Local 416 who helped the family feel comfortable during this trying time. That is what Brotherhood is all about. As always, Semper Fi.

America's Female Firefighters Inc. raises fund for burn survivors

America's Female Firefighters Inc, is a non-profit organization based out of Florida

AFF's mission is to raise and expend funds for the benefit of burn survivors across the United States. Raising awareness and educating about fire safety and treatment of burn injuries, they do this by producing the America's Female Firefighters Calendar.

The pages of the AFF calendar are graced with ladies from across the United States, all of whom serve their communities as paid full-time firefighters. The women who are selected to be featured in the calendar exemplify good health, fitness and moral character, and are dedicated to their

profession in the fire service. For the AFF ladies, it is not about being a "Calendar Girl", but rather being able to "GIVE BACK" and make a difference.

Beyond the Calendar, AFF ladies give back by serving as counselors at various burn camps within their communities, such as the Hoosier Burn camp and many others.

Two of our own Indiana firefighters were selected for the 2012 Calendar:

From Muncie Firefighters Local 1348, Stephanie Barber. Stephanie has been with Muncie for 7 years and is a 2nd generation Firefighter. This is her second time in the calendar.

From Valparaiso Firefighters Local 1124, and Local Vice President, Stephanie McKinley Hart. Stephanie has been with Valpo for 3 1/2 years, where she is a cross trained firefighter/paramedic. This is



Stephanie's first calendar.

The unveiling of the 2012 calendars will be held at the Fire Rescue International show in Atlanta, GA on August 26, 2011. The Calendars will be available for purchase online at americasfemalefirefighters.com in the late summer of 2011. You will be able to purchase directly from Sister Barber or Sister Hart as well. All proceeds from the Calendar go to the Burn Foundation.

Social Media and Your Job

ANDREW R. DUNCAN, ATTORNEY

RUCKELSHAUS, KAUTZMAN, BLACKWELL
BEMIS & HASBROOK
INDIANAPOLIS, IN
WWW.RUCKLAW.COM

Social media tools such as Facebook, Twitter, YouTube, and blogs are omnipresent in today's society. Newspapers, television news stations, businesses (large and small), not-for-profit organizations, celebrities, and the average Joe on the street are all plugged in to social media in one way or another. Social media is not some sort of flash-in-the-pan phenomenon. It is here to stay. In fact, the municipality that employs you likely has a Facebook page or Twitter account and I know that many IAFF locals use these social networking tools.

Many of you probably think that your social networking activity is private and the comments you make, the pictures you post, and the lifestyle you lead as depicted via your social networking activity cannot be a basis of discipline by your employer. Think again. Firefighters, police officers, teachers and other public employees around the country are being disciplined and even fired from their jobs because of what they do online. A simple Google search of "Firefighter terminated over Facebook" returns news stories that should have you thinking twice about what you post online.

At the invitation of President Hanify I had the privilege of presenting the topic "The Perils of Social Networking" at the PFFUI Annual Convention in Michigan City. While convention goers had a few laughs based upon examples of outrageous conduct of public safety officers in Indiana and throughout the country, I believe I was successful in driving home the point that if you are not careful with your online activity what you post online can end your career.

While it is true that public employees do enjoy greater protection under the 1st Amendment than their private sector counterparts, courts are increasingly holding that off-duty conduct that in ANY WAY reflects negatively on the Department can form the basis of discipline. "Public Safety Officers can never shed their roles as employees, even off duty, because 'part of their job is to safeguard the public's opinion of them.'" *Locurto v. Giuliani*, 447 F.3d 159

(2nd Cir. 2006). In other words, the *Locurto* case teaches that as a public safety employee being a role model citizen and refraining from bringing negative publicity to your department IS part of your job description.

In today's society, prospective employers are scouring social networking sites as a way to do background checks on potential employees. It should come as no surprise then that employers are also monitoring the social networking activity of CURRENT employees. At the end of the day, there is no expectation of privacy when you post online. Significantly, even if you "opt out" or turn on privacy protections the information can still get out and subject you to discipline from your Department.

I am enough of a realist to accept the fact that you will not run out and cancel your Facebook and Twitter accounts after reading this article. However, what I do think you should do is take a few moments to think about the things you are doing online and ask yourself "Is this something that I would send to, or tell, my Mother?" If it isn't, it's probably not something you should post online. Online gripes about upper level management, personal opinions of fellow members of the department, and commentary about working conditions – if taken too far – are big ticket items that are getting public safety officers in trouble. If you have these concerns, take your issues to your union president and have him address your concerns with those that can effectuate change.

Above all else, remember that you are responsible for your online activity. I used to use the phrase, "Facebook ruins lives and relationships." It doesn't. It is the people using social networking tools irresponsibly without thinking BEFORE posting that are ruining their own lives and relationships.

2010 Fill the Boot Results

MDA Ambassador Nikki Lofevski presented awards to the following affiliates at this year's convention for their outstanding contributions collected in last year's 'Fill-The-Boot' campaigns to benefit MDA. Set your goals now for this year's upcoming Labor Day Telethon collections!

2010 Rookie of the Year
Indianapolis Local 416: \$30,755.17

5th Place Per Capita Fill the Boot 2010
LaPorte Local 363: \$207.98

4th Place Per Capita Fill the Boot 2010
Schererville Local 4279: \$346.15

3rd Place Per Capita Fill the Boot 2010
Martinsville Local 4214: \$386.50

2nd Place Per Capita Fill the Boot 2010
Lafayette Local 472: \$389.01

1st Place Per Capita Fill the Boot 2010
Auburn Local 2454: \$407.85

5th place Fill the Boot 2010
Terre Haute Local 758: \$20,769.89

4th Place fill the Boot 2010
Indianapolis Local 416: \$30,755.17

3rd Place Fill the Boot 2010
Evansville Local 357: \$37,000

2nd Place Fill the Boot 2010
Lafayette Local 472: \$43,958.45

1st Place Fill the Boot
Fort Wayne Local 124: \$87,692.76





MDA® Muscular Dystrophy Association
Fighting Muscle Disease



PFFUI Convention



General President Schaitberger addressed the delegates.



Representative Ed Soliday



Senator Karen Tallian and Mark Vittetoe, President of Portage L3151



8th District VP Paul Hufnagel, General President Harold Schaitberger and General Secretary Treasurer Tom Miller with three members who were called back to work thanks to the SAFER Grants: Scott Plough (Kokomo L396) Thomas Granson (Kokomo L396) and Deron Clark (Muncie L1348).



The Brothers from Michigan City worked long and hard to put on a great convention.



President Hanify presented an honorary Chief's helmet to Representative Tom Dermody in thanks for his efforts on behalf of firefighters at the Indiana General Assembly.



Senator Jim Arnold spoke to the delegates.



President Hanify, Mayor Chuck Oberlie and Chief Lamb of Michigan City. The Mayor and Chief Lamb welcomed the delegates warmly.



President Hanify recognized the District Vice Presidents for their hard work.



Representative Dennis Tyler talked about his work at the General Assembly and efforts to win the Mayor's race in Muncie.



President of Michigan City Local 475, Tony "D" Drzewiecki encouraged the delegates to enjoy the social events the Local planned.





Carmel L4444 President Orbie Bowles presented a PAC Check to the PFFUI.



8th District Vice President Paul Hufnagel



General Secretary Treasurer Tom Miller shared improvements in the IAFF office



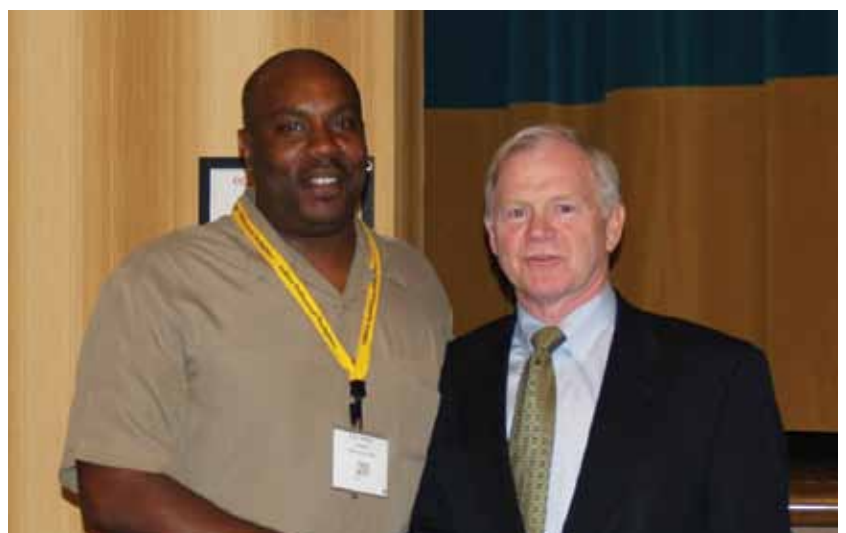
Senator Karen Tallian and Representative David Niezgodski



Senator Ed Charbonneau



Hobart L1641 presented a PAC check to the PFFUI



Eric Holmes from Richmond L1408 presented a generous personal PAC donation check to the PFFUI.

Calendar of Events Summer 2011



AUGUST 14-19, 2011 **IAFF Health, Safety, & EMS**
New York, NY

SEPTEMBER 23, 2011 **INDIANA FIREFIGHTERS MEMORIAL REMEMBRANCE**, Indianapolis IN

SEPTEMBER 17, 2011 **IAFF Fallen Firefighter Memorial**
Colorado Springs, CO

FEB 27 & 28, 2012 **PARTNER IN EDUCATION PROGRAM AND LEGISLATIVE CONFERENCE**

MAY 21-25, 2012 **PFFUI CONVENTION**

Indiana Professional Firefighters PAC



The Political Action Committee of the Professional Firefighters Union of Indiana desperately needs your support.

The successes we achieve in the Indiana General Assembly protecting and enhancing our pensions and other benefits could not be realized without participation in the political process.

Elected officials at the state level of government have the ultimate 'say-so' in the statutes governing virtually every aspect of our careers, particularly our disability and retirement benefits. The state officials we lobby with cross all party lines and we are totally bipartisan in our support of those elected Representatives who support professional Firefighters. These are the individuals who control your disability, retirement, and survivor benefits, and who write the statewide statutes governing merit systems, collective bargaining, residency requirements, disciplinary procedures, and countless other issues affecting you and your family as an active or retired Professional Firefighter .

The Indiana Firefighters PAC relies solely upon voluntary contributions. The PFFUI is requesting each member dedicate a minimum of \$1.00 per paycheck to build an effective political action committee.

To find out how your Local can start a PAC, contact your District Vice-President.

These contributions are not deductible for income tax purposes. Fill out the form below and mail it in today. Let us know that we can count on your support.

Sign Up Now!

cut here

Indiana Firefighters PAC Contribution Form

Name _____

Address _____ City _____ State _____

Zip _____

Phone _____

Shirt Size (circle one) XXXL XXL XL L M S

Mail to:

Indiana Firefighters PAC

P.O. Box 15735

Ft. Wayne, Indiana 46885-5735

Check the box to indicate the level you are joining.

*** PRESIDENT CLUB LEVEL**

\$200 or more per year
(\$8.00 per paycheck)

Receive an
Indiana FIREPAC Windshirt

*** CAPITOL CLUB LEVEL**

\$100 or more per year
(\$4.00 per paycheck)

Receive an
Indiana FIREPAC Polo Shirt

*** LEADERSHIP LEVEL**

\$50 or more per year
(\$2.00 per paycheck)

Receive an
Indiana FIREPAC T-Shirt

*** MEMBERSHIP LEVEL**

\$26 or more per year
(\$1.00 per paycheck)

Receive an
Indiana FIREPAC Car Decal



Scott Davis

**LOCAL 1348
MUNCIE, INDIANA
1970-2011**

It has been a difficult time for the Muncie Fire Department and Local 1348. The Brothers and Sisters of Local 1348 would like to thank all of you who sent letters and emails, called offering help, sent resources, came to offer their condolences in person and helped with the funeral. I couldn't possibly name every Local who assisted us in honoring Firefighter Scott Davis. -Thank you.

Scott Davis was my neighbor. He was my friend. And he was my Brother.

Scott loved being a firefighter. For some people, a job is just a way to make a living, but for Scott, being a firefighter was a calling. He devoted his life to helping others. He gave his life helping others. Scott knew that he wanted to be a firefighter from a young age. He joined the fire service at 19, working his way to Chief of Yorktown. He knew that firefighting was what he wanted to do fulltime and we welcomed him onto the Muncie Fire Department in 2005.

We're a pretty tight knit family, so when Scott came on the department we rode him pretty hard, like we do all probies. But Scott took it well and gave it right back. He became our Brother.

Scott was a great firefighter. He always wanted to be the first in and the last out. He worked hard to be the best firefighter he could be. And he was. Not just when fighting fires, but around the station, in union meetings, helping out at charitable events like Toys for Tots. He wanted to be the best

person he could be for his brothers and sister, for his community, for his family.

Scott was one of the 32 firefighters laid off in 2009. Even when he was laid off, he still came by the firehouse, he was active in the union, and knew his brothers and sisters still cared about him and his family. Fourteen months later when I stopped by his house to inform him he was coming back to work the expression on his face is something I will never forget. He loved being a firefighter.

More than that, he loved his family. He was always talking about his kids at the firehouse, especially their sports. He was so proud of them.

As firefighters, we make a solemn promise to our Fallen Brothers and Sisters that we will never forget. I would like to reaffirm that promise to his family, especially Raeanne, Jake, Emma and Max. Scott will never be forgotten.

-MIKE WHITED, PRESIDENT LOCAL 1348

*Memorials may be directed to the Scott Davis Family Memorial Fund
C/O WGE Federal Credit Union,
3230 S. Madison St.
Muncie, IN 47302*



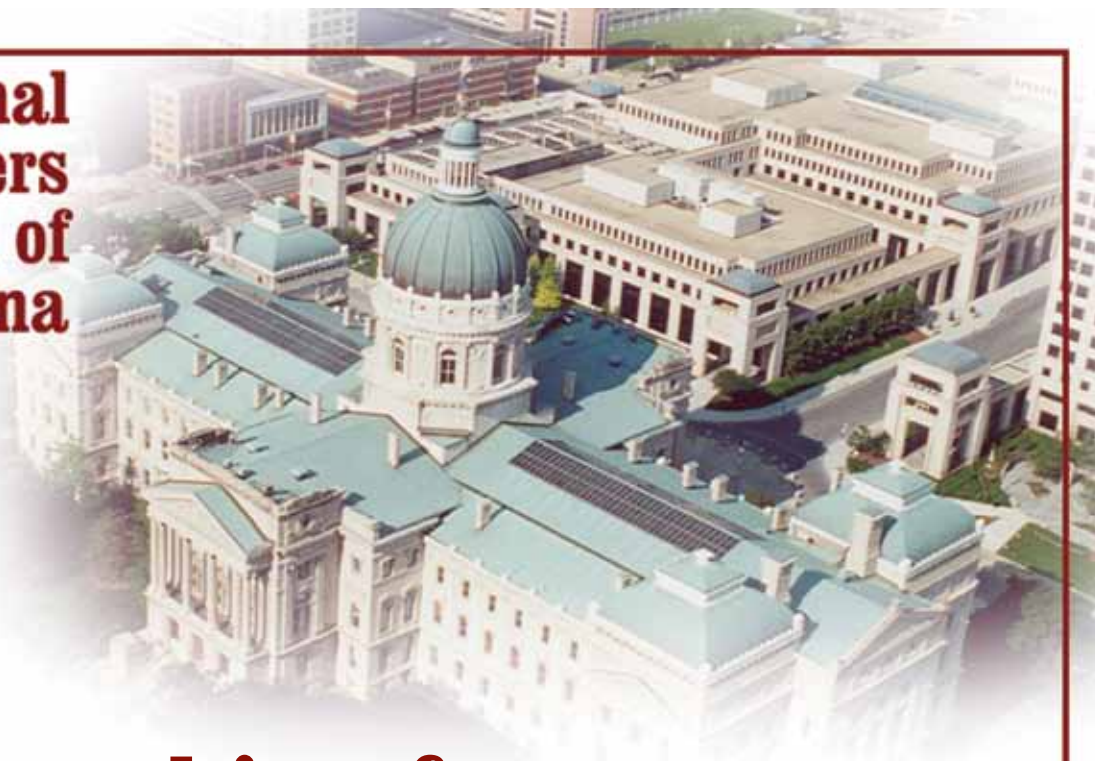


Photographs courtesy of Kendrick Shadoan, Pat O'Brian, and Rodger Birchfield

• Photo courtesy of: Nancy Flanigan



Professional Firefighters Union of Indiana



We're working for you...

Summer 2011
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