

BALTIMORE FIRE OFFICER

LOCAL 964

--STAFF--

STEPHAN G. FUGATE -- TOM NOSEK

By and For the Professional Fire Officer

IN UNION

THERE IS STRENGTH

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April/May 2008

From the Desk of the President

By Stephan G. Fugate

Welcome aboard, Chief Clack!

As most everyone knows, by the time you receive this newsletter we will have a new Chief of Department on the job and in charge and I wanted to take the opportunity to state for the record that the slate is clean, the past belongs to the past, and we're ready for the long climb back to from where it was that we have fallen. Quite frankly, I view this as perhaps a last chance for me to fulfill the oath I took back in November of 1974 upon graduation from our Fire Academy to, in effect, *"leave the City (and by implication, the BCFD) better than as it was transmitted to me."* Had I chosen or been forced to leave our Department during the last six years, that oath would have been forever unmet and I welcome this opportunity to be part of our collective redemption.

Chief James S. Clack comes to us from the Minneapolis Fire Department where he has served for the last twenty-two years rising through the ranks to become Chief of Department. His resume and personal and professional credentials has been the subject of local news reports and I'll not risk getting it wrong by elaborating. Indeed, we Union Locals have our own standards of measurement and rather reliable sources of information which we've availed ourselves to and though our assessment has been "after-the-fact", we're more than satisfied with what we've learned.

Having been severely burned from our prior (2001-02) involvement in the selection process for a successor Chief of Department, the Union Locals were, by preference, not involved in any way with Chief Clack's selection or, conversely, the rejection of other candidates. In fact, we only learned at the Mayor's announcement of her final selection who it was that served on the selection panel and that the original forty or so candidates had been reduced to three finalists that included two incumbent members of OUR Department.

It is worthy of note that Chief Clack will be the very first Chief of Department not to have come from within the ranks of the BCFD. For the first time in 149 years, the Chief of Department will be from outside our own Department but if you believe, as I do, that we're all part of the same huge Fire Service family, he's just a Brother from another City.

Rick Schluderberg and I have had two meetings thus far with Chief Clack the first of which was arranged and attended by Deputy Mayor Thomaskutty and the second of which included only Chief Clack, Rick and me. Accepting that first impressions are instructive, I freely admit that I am completely comfortable with the prospects of having a mutually respectful and beneficial working relationship with Chief Clack and I think that anyone else given the opportunity to meet and talk with him would agree. That premise will have been put to the test on April 2nd when Chief Clack has agreed to meet with our Battalion Chiefs for a "no-holds-barred" exchange and you might have already heard something of that by now.

As I stated earlier, the Union Locals have their own sources of reliable

information and we have made the best use of that. We have had several telephone conversations with and met personally with Minneapolis Local 82 President Tom Thornberg and several of his Board members and I am not aware of a single "red-flag" raised. You may, in fact, find it somewhat humorous that during the entire tenure of Chief Clack in Minneapolis, there were only FOUR grievances filed with three resolved by mutual agreement and ONE going to arbitration. That singular, momentous dispute involved a member receiving a REPRIMAND for his unshaven appearance. Please.

Not wanting to jinx what I hope will be an amicable and productive start to our new Chief's tenure here in Baltimore, I'll stop short of foretelling any expectations or agreements and simply extend our warmest welcome to Chief Clack and his wife Rose. If there is anything that we can do to help the transition, all you need do is ask.

This printing has been intentionally delayed and as something of an addendum to all of the above, I'll take the opportunity to continue. The aforementioned meetings between Chief Clack and our Battalion Chiefs took place over two sessions yesterday (4/2) and while no one took notes or attendance, allow me to make just a few observations. First, though names are not necessary or appropriate, it was pleasing that twenty-four of our thirty Battalion Chiefs were able to take the time to attend and I know that Chief Clack himself was happy with the response on perhaps somewhat short notice. Chief Clack had only arrived in Baltimore the day before

...continued on page 2

From the President's Desk....

...continued from page 1

and was headed back to Minneapolis one more time by the week's end, so let me also say that we too appreciate his taking time out as well.

Over a combined total of a little more than three hours, both Chief Clack and our members exchanged views, opinions and ideas without reservation and the contrasts based principally on personal experience were remarkable.

As you might expect, having spent his entire Fire Service career in Minneapolis, Chief Clack's constant reference to and reliance upon his experience there would lead one to believe that though he's already established he didn't live in Lake Wobegone, perhaps that's where he worked. His first-hand accounts of the Minneapolis Fire Department were so positive, it might best be summed-up with his own admission that, among the things that prompted him to seek and ultimately accept the Chief's job here in Baltimore is that he's become bored! Trust me, Chief. That won't happen here.

In rather stark contrast, our members' first-hand accounts of our beloved BCFD suggested something of a cross between Alice's Wonderland and Purgatory though I don't intend to demean either with the analogy. Perhaps I've been too close to ground-zero to appreciate how utterly complete and thorough the destruction of our proud Department has been and the swift and sure removal of the root cause has lulled me into a false sense of relief. The unfortunate certainty, however, is that we've only just awakened from the nightmare to learn that it was all too real.

The good news is that we still have a Department FULL of great people who care, who (as much as I HATE this) "step-up-to-the-plate" every damned day, but have been denied true direction and leadership for much too long. In addition, we now seem to have a Chief who is not so completely enamored with himself, that his personal ego will give way to collective progress. Yes, it's going to be a very long, very difficult struggle to get back to where we once were but the stakes are too high not to give it our all. As my personal life hero from UA Flight 93, Todd Beamer, said on that fateful day in Sep-

tember of '01, "Are you guys ready? Let's roll!"

FY'09 MOU

Not many of you would know from having been there to vote, but we have an agreed to MOU for FY'09 nonetheless. The anemic turnout combined with our Local taking the opposite position as Local 734 even caused some serious discussion with legal counsel about whether or not such a statistically small percentage might be cause for reconsideration. Having fulfilled the requisite obligations or timely notice, proper presentation and ample opportunity for voting, however, it was determined that a majority of those present and voting is the only acceptable standard, however small that number might be.

The fact of the matter is that, although in higher raw numbers, a lesser percentage determined the direction of Local 734's overall membership so it's debatable which the "right" way to go was. As it is, for the first time in more than twenty years, the now jointly negotiating Locals have gone in opposite directions with 964 accepting the tentative, mutual agreement and 734 rejecting and opting for binding arbitration instead. With the only two issues on the table at the very end being salaries and promotional policy, it was somewhat predictable that the two Locals might view the latter issue differently and fortunately, that eventuality was discussed with the City at the close of negotiations and it was agreed that each Local had autonomy from the other.

Effective July 1, 2008, Local 964 members will receive a 3.0% across-the-board salary increase and Article 25-Promotional System will remain unchanged and unchallenged through FY'10 and cannot even be discussed until negotiations for our MOU taking effect on July 1, 2010 (FY'11). Local 734 will proceed to binding arbitration where the City offer will be 3.0% and an effective elimination of promotional policy for positions outside of 734 and the Union demand is 4.5% and maintenance of status-quo in promotional policy through FY'09. To be clear, if the City wins, 734's promotional policy will be confined to E.V.D. and P.O. with policy for promotion to Lieutenant subject to the City's will. If 734 wins,

nothing will change in the current promotional system for at least one fiscal year.

Obviously, we not only hope that 734 wins and we have offered whatever assistance they might want or need to that end. We would remind everyone that it's a wholly win-or-lose process, the arbitrator must select one complete package over the other and there cannot be any "compromise" to include parts of both. Should 734 prevail, as we hope they do, their members will receive 4.5% and 964 members will receive 3.0%. We do not have any "parity" agreement with 734 and so long as the disparity does not extend to F.O.P. Unit II, we are held at 3.0%. If, however, 734 prevails and the City then extends 4.5% to F.O.P. Unit II, our current parity provision would mandate a similar increase for 964 members.

It would be little more than speculation to go any further than to say that you can count on 3.0% on July 1, 2008 and if, like a significant majority of our members, you are concerned with top-of-the-list promotions, we remain secure in that position for at least two more fiscal years. I am told that arbitration dates in June are being discussed so the 734 issues may not even be decided by July 1, 2008 and we certainly have no idea which way that will go. We'll simply wish our Brothers and Sisters the best of luck and once again offer whatever assistance they might want or need.

Promotional Exam Grievance

By the time this newsletter arrives, it is doubtful that we will have a final decision in the recently concluded Grievance Arbitration over the promotional exams from June 2, 2007. The neutral arbitrator is, by Court Order, scheduled to render a decision by May 5, 2008 and I would not want to risk even a chance of influencing or compromising the outcome in any manner. It is, however, an extremely important issue with ramifications that go well beyond the scope of the specific issues at hand and is deserving of some mention even at this point.

Over a two day period on March 26 & 27, the Unions and the City presented their respective positions to a neutral arbitrator (Mr. Ira Jaffe) calling

several witnesses and presenting relevant evidence. Closing, written briefs are due by April 25, 2008 and a ruling is due by May 5, 2008 and though the final written decision is not due until June 5, 2008, Mr. Jaffe indicated that it is his practice to issue a verbal and written decision simultaneously so we expect a complete ruling by May 5, 2008.

Simply stated, the issue is whether the promotional lists for Lieutenant and Captain resulting from the exams conducted on June 2, 2008 and certified on July 2, 2008 should stand as is or that lists resulting from a subsequent "re-test" (whenever it is conducted) should prevail instead. The Union position is that the original lists should stand and the City position is that because they believe the tests were compromised, the original lists should be discarded in favor of new tests and result thereof.

I would like to take the next several pages here to provide a "blow-by-blow" account of the two days of testimony and presentation but, again, the issue is yet to be decided and there are also at least three Civil Service Commission Hearings pending for individual members and everyone is entitled to a fair and unbiased process so I'll not get into any specifics until all is said and done. Suffice it to say, however, that in addition to the two members of both Union Local Boards there were a total of about twelve to fifteen members who witnessed all or part of the proceedings and the unanimous opinion is that our legal counsel, Mr. Joel A. Smith was simply MAGNIFICANT!

Much more about this in the future including what we trust will be a ruling favorable to the Union position. This was truly a momentous case for both Union Locals and those members either directly involved or who might be promotional examination participants in the future. The long and arduous path to conclusion is worthy of dissection and review and presents a case-study in having faith in those who have been elected to represent your interests.

Members "under investigation"

A few high profile cases and a number of lesser known situations have occurred in the last year or so wherein our members have been subject to various

levels of questioning, interview or interrogation with little or no proper notice, warning or advice of rights and we expect such practices to come to a STOP immediately. Yes, the City and the Department have a right to obtain information from employees wherein the interests of the City and/or the Department are evident and virtually any on-duty occurrence might be so classified. Employees, however, have rights as well and it is our position that those rights have been ignored or denied with regularity and at whim by those who know less about due process than the members themselves.

Simply stated, ANY member who is subject to questioning, interview or interrogation wherein the results might warrant disciplinary action or any kind is entitled to Union representation at the very least and, we would argue, legal representation in some instances. ANY member who is subject to such action(s) should immediately contact a Union official and discuss the matter with such a representative at the very least. That initial discussion might well lead to a decision that a Union official should be present BEFORE the process begins and in such situations we strongly recommend that members not do, say or sign ANYTHING until proper representation is present.

We will distribute an updated listing of contact information soon along with a new FY'09 MOU and would suggest that you refer to our web site if or when necessary until that information is made available.

From the Desk of the 1st Vice President

By Michael Waldner

Due to the printer's deadline last issue, I had already submitted my article prior to the untimely death of Captain Donald Hubbel, R1 on February 1, 2008. I was working day shift in the 6th Battalion that day and through the immediacy of cell phones actually got the horrible news as it was happening. I didn't get up to Bel Air until just as Diane and the kids were leaving for Nick's graduation ceremony scheduled that

night at the Academy. I salute a strong and courageous family for sticking together in the worst of times to support Nick in what should have been a joyous occasion. I wish to again extend my heartfelt condolences to the Hubbel Family on the tragic loss of Donnie. He was a great leader as well as one of my softball buddies. Best of luck to Nick in following in Donnie's path, and if I can assist any of you, in any way, please contact me.

We all need to try and honor Donnie and his family and attend the Fund Raiser scheduled for April listed elsewhere in this issue.

The Promotional grievance has progressed through Arbitration and we await an answer on our case. The retake of the exam has been held with no glaring problems which should be a sign that the next round of legitimate tests will be successfully administered. Hopefully, we will prevail and the need for another list will be negated. Wouldn't it be nice if the new list mirrored the old list and the controversy would be mute? Probably not, but best of luck to all who took the retest, just in case.

Welcome to Chief Clack, our newly appointed Chief of Department. Here's hoping we can all work together to reestablish a functional Labor / Management process and restore some dignity to our once proud Department. There are a lot of years of experience among your Battalion Chiefs, who are your connection to the rank and file, waiting to be tapped, if you are interested in listening. We look forward to assisting you.

After meeting with most of the Battalion Chiefs on Wednesday April 2, the Chief should have a more realistic and honest understanding of the problems he will be facing as well as some solutions to consider in regards to solving those same problems. We are a vast and at the same time divergent resource to tap for reference, counsel, assistance, and guidance. We only seek to be included in the process of righting the sinking ship before it's too late to save it.

Negotiations are over, though not many of you cared enough to attend the ratification meetings to learn of the trials and tribulations of the process, or find out the results of the teams' efforts. We will be getting a 3% raise, barring

any additional percentage granted to the Police, which we would also get thanks to the Parity clause. May not sound like much but in the current financial picture, it will have to suffice. Negotiations is the most important thing we, as your Executive Board, do on your behalf and we take it very seriously. We try very hard to get the best deal possible under the circumstances. We can demand any increase amount, but we have to defend and prove that number if we go through the expensive process of Binding Arbitration. It is never about what we think you are worth, rather it is about what the City can afford to pay. In the past few Negotiations, the City has made it clear that it is not so much about "ability to pay" as it is about "wanting to pay". They "wanted" to throw exorbitant amounts of money at the Police a few years ago, but don't "want" to do the same for us. Therefore it is an uphill battle every year, as we will get the same amount as every other Union in the City work force.

Softball season will begin for the Firehouse Tavern team (any age) on Monday April 28th. Anyone interested in playing contact me ASAP. If you just want to watch, call me for a copy of the schedule or stop by Firehouse Tavern any Monday night after 8:30 PM or so and see us there after our games. I am always recruiting for the IAFF/ MDA September Tournament "40 and over" Team. If you want to play contact me for that event also.

Heart/Lung Scans and Physical Assessments

*Let me start this section with a clarification of **OUR** Heart/Lung program. It is open to Active and Retired **MEMBERS** of Locals 734 & 964. If you have chosen to leave the Union please don't represent yourself as a member and try to use **OUR** benefit while you spend your days working against our members. I do get raw data as to who makes appointments and how many appointments are made and kept, just not the results. The results are for the member only. Also this Program is not for **Spouses** or relatives. They are welcome to apply to the Outreach Program mentioned below.*

As stated in past newsletters, Union Memorial has resumed the Heart and Lung scans in conjunction with what has evolved into a Physical Wellness check up. This program will be by appointment on every Tuesday and Thursday between 1200 – 1300 hours at the Fitness/Rehab Center and will include a wellness background questionnaire screening and blood test panel. There is also a cardio evaluation performed on a stationary bike. These programs (Assessments and heart/lung scans) at Union Memorial are now offered to **ALL** interested members, **active and retired of both Locals**. The results will be available only to you or a Doctor you designate. **There will still be a fee of approximately \$150 for the scans but the assessment is free.** The entire program including the heart/lung scan will take less than 1 hour of your time and will be done on the same designated days (Tuesday and Thursday) assigned to us. It will be worth it just to get all the rest of our active and retired members through the heart/lung scans. Please take advantage of it. You are never too young or too old to monitor your health. **Again, these are open to active and retired members of both Locals.** Please take advantage of these appointments while they last. We need to keep the schedule full until all active and retired members avail themselves of this unique opportunity. Union Memorial will only staff these programs if we use them.

Anyone who has participated and received his or her report is encouraged to email or call me (captal@aol.com or 410-879-4545) with any feedback. Please let me know good or bad features so we can adapt and improve this program.

Below are the directions, instructions and contact information to schedule appointments for the Assessment and heart/lung scans. You will have to contact the heart/lung phone # to coordinate your appointments for the same Tuesday or Thursday that you do the assessment.

FITNESS ASSESSMENT PRETEST INSTRUCTIONS

Guidelines recommended for the most accurate test results:

- Wear comfortable, loose-fitting clothing. Sneakers preferred.
- Avoid food, tobacco, and caffeine for at least 3-4 hours before testing.
- Abstain from alcohol consumption within 48 hours of the assessment.
- Avoid moderate or vigorous physical activity within 12 hours of the assessment.
- Ingest no diuretic agents, including caffeine, prior to the assessment.
- Get an adequate amount of sleep (6 to 8 hours) the night before the test.
- Drink plenty of fluids over the 24-hour period preceding the test to ensure normal hydration prior to the testing.

Directions to Fitness Center

Park in garage A (1st garage on your left) and take elevator to main lobby. Walk across bridge to security desk. Sign-in at desk. Go to 33rd Street Building which is straight ahead down the hallway past the pharmacy and to your left. Walk down the ramp past the Conference Center. Elevators will be on your left. Take elevator to 2nd Floor and turn left and proceed down the hallway to the Fitness Center. You will receive a voucher to cover the parking fee.

For questions regarding the assessment test and scheduling contact: Rebecca Winch at 410-554-2167. (Please note that this is a new number) **She will refer you to 1-877-744-3278 to set up the coordinated heart/lung scan. Let them know you are a Firefighter and need a Tuesday/Thursday appointment to coincide with your assessment.**

As always, I will mention again about the Community Outreach Program (for spouses/widows, parents/siblings etc.) conducted by Union Memorial Hospital offering the heart/lung scans to the general public only on Saturdays at **the rate of \$75 each.** The phone # is **1-877-744-3278.** Getting both for a combined \$150 is a great bargain. The wait is not as bad as it had been due to the opening of another scan program at Franklin Square taking some of the

crush off the schedule at Union. If Union Memorial is not convenient for you, contact Franklin Square Hospital (sister to Union Memorial in the same Health group). They have a scan machine and are doing heart scans through its own Community Outreach Program. Check with them on pricing, but it should be similar. **The number for Franklin Square is 443-777-7900. These are also open to the general public.**

Please try to get a table of your company members to attend and honor this year's class of Retirees at the Annual retirees Dinner/Dance. They deserve a nice send off after many years of dedication and service to the City and their Brother Fire Officers and Firefighters.

Everyone needs to try to attend our monthly meetings (April 21st, May 5th & 19th) so you know the facts and not the rumors. Help us keep you educated on the goings on of **your** Department and **your** Union.

Stay safe and remember this is your Union. I can be contacted to answer any questions or try to help with any problems at (C) 410-908-2179, (H) 410-879-4545, or (W) 443-984-1737 or email at captal@aol.com.

From the Desk of the 2nd Vice President

By Mike Campbell

I have met Chief James Clack a couple of times and would like to welcome him to the BCFD. I am truly hoping he can turn around our department which was run into the ground the past 5 years. Welcome to Baltimore Chief!

Negotiations, for the Fire Officers have come to a close. I would like to thank all the members of our Committee along with those that took the time to vote on this most important issue! President Fugate will be speaking on this in his article, so I won't elaborate. The Lieut. and Capt's promotional exam hearings were held last week. We are waiting for the Arbitrators ruling. With that said, all promotions will be backdated with full pay and seniority. At the present time, the Local is owed (2) Cap-

tain and (9) Lieutenant promotions. The retro ALS stipend issue is still very much alive. I have been working with Chief Devilbiss and Mike Manieri on this. I truly hope that you will have received your pay by the time you are reading this.

We received a positive ruling to the ALS Grievance. In essence what the Arbitrator states is that "***the FD is directed to refrain from enforcing the ALS certification/licensure requirements until, if and when, the relevant Classifications have been amended in accordance with the procedures of the Civil Service Commission and the Dept. of Personnel/Human Resources***". This ruling rescinds D.O. 134-06 and covers those members who are classified at the time of said grievance, but does not allow future members to drop their ALS **if** Human Resources change the minimum qualifications for future promotions. The FD, in their infinite wisdom believes that this ruling does include those Lateral Entry Paramedics who reduced to fire fighter some time ago even if their name is attached to the grievance. We have filed another grievance for these members.

The IRS has published new instructions on how retired fire fighters can take advantage of the Healthcare Enhancement for Local Public Safety (HELPS) benefit on their 2007 tax returns. The IRS will allow retired fire fighters to exclude from income distributions made from eligible retirement plans up to \$3,000 annually to pay the premiums for accident or health insurance or long-term care insurance. The premiums can be for coverage for the retiree, spouse or dependents. The distribution must be made directly from the retirement plan to the insurance provider. Eligible retirement plans include qualified trusts, section 403(a) plans, section 403(b) annuities and section 457(b) plans. The IRS requires retirees to report total distributions on Form 1040, line 16a; Form 1040A, line 12a; or Form 1040NR, line 17a. The taxable amount should be reported on Form 1040, line 16b; Form 1040A, line 12b; or Form 1040NR, line 17b. Also, retirees should write "PSO" next to the appropriate line where the taxable amount is reported. I attended the Deferred Comp. meeting on 3/14/08. The Committee voted unanimously to

replace the Legg Mason Value Fund with American Funds and to replace Mainstay Small Cap fund with Westcore Small-Cap Value Fund. You should be receiving information through the U.S. mail about these fund changes in May and how they will be implemented. The next meeting will be 5/20/08. You can contact Citistreet at 410-332-0809 or 1-800-905-1833 also on the web at <http://myplan.csplans.com>. If you have a pay issue please let me know and also e-mail the Dept. at BCFD.Etime. Now that Bob Jordan has relinquished his position on the Board I will be handling the Fire Officer organizational automobile/motorcycle tag applications. I would like to thank Frank Schlosser for doing the leg work with regards to the motorcycle tag issue. I will be mailing out forms to those who have shown an interest in the tags. Please keep abreast by logging on the Fire Officers website at www.iafflocal964.org.

Health Care

I was contacted by Diane Hubbell about an issue concerning Health Care and Prescriptions for her and her children. I am please to say that this issue was resolved with one phone call to Employee Benefits and I haven't heard back with any other problems. You can access Employee Benefits online at <https://www.baltimorecity.essbenefits.com> or by calling 410-396-5830

Safety and Health

The Safety & Health meeting was held on 3/20/08. The major issue in my mind is the Plymovent systems and the lack of repairs. We are being told that the City is allocating \$50,000 for these repairs and that is an absolute crime. That money will not make a dent in the repairs that are needed. The Unions filed a complaint with MOSH and the City's Risk Management agency has decided to do a study of the repair procedures on April 1st at E-30. Fleet Mgt. has received a \$1 million grant from the EPA to place an internal system on apparatus. It is called the Donaldson System and our concern is if the system will catch the particles at start-up. There is also a test being done on 4 apparatus with both the Ward System and the Donaldson System. The Ward System

2nd V.P.....*...continued from page 5*

is currently on 7 pieces of equipment with 4 more being installed in the near future. City Hall is holding up additional funding until at least the new Fiscal Year. Fire Supply was given \$40,000 in December for station supplies that are to last until July. This is the reason for the ordering of only the simple necessities! E-21's apparatus floor is caving in. A new retaining wall will be built in the basement then an 8ft. slab poured above. Only emergency repairs are being done to stations and you must go through Jim Bellamy, but you can still get paint and supplies if you want to do it yourself. If you have an issue with a charging or shoreline cord give Oscar a call or email FDSHOP or oscar.stinnett@baltimorecity.gov. If you feel you have a water issue in the fire house and want it tested, contact the Safety Office and myself. The FD is currently evaluating different SCBA systems along with input from the Safety and Health Committee. Make sure that you e-mail the Safety Office at (FDSO@baltimorecity.gov) if you have any safety related issues along with contacting me. The next meeting is scheduled for 4/17/08. Contact me with any issues. **STOP AT ALL RED LIGHTS AND STOP SIGNS AND WEAR YOUR SEAT BELTS!!!!**

President's Club

The 2008 PAC FUND campaign is upon us. Currently we have 136 members who are contributing to our PAC Fund. Of those, we have 134 President Club members. Steve and I picked out the shirt this year and I will be distributing them as soon as they come in. Retirees are unable at this time to contribute by way of dues deduction, but can still donate the full amount of \$100.00 by way of cash or check! Please make checks out to: Local 964 PAC Fund! The PAC Fund is our most important tool to have the **local** politicians listen to our concerns. If you contribute \$4.00 or more a pay you are automatically included in the Presidents Club. Thanks to those who have contributed and to those who haven't, contact me if you need a dues deduc-

tion card.

As always, keep your Beneficiaries up to date and don't hesitate to call or e-mail me at any time.

Cell – 443-629-0216

Work – 410-396-5773

E-mail: captain16@hotmail.com

Words to twirl by...

Dawn is breaking everywhere
Light a candle, curse the glare
Draw the curtains

I don't care cause, It's all right
I will get by
I will survive

Grateful Dead

**From the Desk of
the Secretary-Treasurer**

By Anita Hatoff

This has been a very busy and interesting couple of months. I took over for Bob Jordan and that is a task all by itself. Then we had negotiations. That was a true learning experience. Contrary to what some may think we did our absolute best and always had your best interest at heart.

We are approaching the end phase of rehabbing the 2nd floor of the Union hall. We are back to having meetings there and I think if you take the time to attend a meeting you will like the new look. I truly can't express enough how important I feel it is for everyone to become involved in the union. It is OUR union. For us to truly speak for the majority we need to hear from you. Union meetings are held the 1st and 3rd Monday of every month except for July and August. We're only talking about 1 or 2 hours a month.

Things are coming along pretty well with the 1st floor tenant, The Daily Grind. If you get a chance or are in the area you should stop in. For the coffee lovers they have a good variety. They have breakfast and lunch sandwiches, bagels and numerous desserts. The fire memorabilia is on display. I hope by the time this arrives at your doorstep we will have a new tenant on the other side of the 1st floor.

All accounts are in order and are audited every month by the Trustees. Bob has taught me a great deal. I'm feel-

ing pretty comfortable now. It was a daunting task at first. You never really know how much someone does until you walk in their shoes. I can tell you that Bob must have worn the soles out of his, because I had no idea just how much he did. I'm up to the task and as I've said before I hope I make the membership and especially Bob proud of me. Thanks for your support. If anyone has any questions, comments or concerns please feel free to contact me at 410-274-2765.

**From the Desk of
the Recording Secretary**

By Tom Nosek

Dinner/Dance: The annual Local 964 dinner/dance honoring our retirees from 2007, will be held on May 17, 2008. The Local will be honoring 17 members with 522 years of experience. Ticket sales are **DISMAL**. I am asking each member to consider buying a ticket and bring your wife, colleague, or family member.

VEBA raffle tickets: The sales of the annual raffle tickets which will be drawn the night of the retiree dinner/dance are going **FANTASTIC**, now if we can just buy some tickets to the affair we can make this an evening to remember. **PLEASE remember to send in the raffle tickets, all proceeds benefit YOUR VEBA fund.**

Negotiations: We have finished this year's negotiations and the membership has accepted a 3% raise. The "**PRO-CESS**" of negotiations, which President Fugate often reminds us of, was again an education for me. This year it seemed there was not much movement until the final week, again in my view we prevailed. Just an observation, the most important responsibility of a **UNION** member is to participate in a "**contract vote**".

Fill the Boot: The Metropolitan Firefighter's Burn Fund "fill the boot" drive will be May 15, 16 and 17 this year, I would like to **THANK** all companies and members in advance, you have showed over the years your dedication to burn victims, burn camp, and the staff at John Hopkins Bayview Burn Center.

John Seiss Memorial Golf tournament: The golf tournament this year will be held again at the Woodlands (see flyer) on May 9, 2008. Thanks to **Retiree** Bob Jordan for organizing and running this fantastic affair. Anyone needing foursomes or wanting to sponsor call Bob @ 410 908 2434.

Captain Donald Hubbel of Rescue 1, died unexpectedly on February 1, 2008, Donnie was 42 years of age and had 15 years in the department, he will surely be missed. I did not work with Donnie much the past few years, but did cross paths with him early in his career and had the pleasure of Rockfishing with him a few times. Donnie was everything a Baltimore City Firefighter/Officer should be, dedicated to knowing his job and his men. The city and citizens of Baltimore were the benefactors of his service. May he rest in peace.

There will be a **fundraiser for Donnie's family on April 17 at the Marriott Hotel (see the flyer on this page).**

Chief Jim Clack was announced as Baltimore's new Chief of the Fire Department, he will begin April 7, 2008. Chief Clack comes to us from Minneapolis, Minnesota. **Welcome Chief!!** Both Locals while at the IAFF Legislative Conference in Washington D.C. on March 11, spoke with Minneapolis IAFF Local 82 members and they stated that Chief Clack works with the Labor Unions and is willing to listen to members concerns, what a refreshing approach!!!! Most of the Executive Board had lunch with the Chief yesterday and I came away with the following outlook, the man listens, stated that he doesn't know everything and introduced himself as the Chief, not the CEO. I hope we can get back to the monthly Labor/Management meetings of the past, two years has been too long to be away from dialogue.

End of an Era: Local 734's President Rick Schulterberg did not run for reelection this year and he is planning on putting in his retirement papers this Spring. I would like to thank Rick for all he has done for both Locals. While a member of Local 734, I witnessed his dedication to the membership and when becoming a member of the Executive Board of Lo-

cal 964 really saw his hard work and his ability to fight for members rights!! Rick, good health and a long and enjoyable retirement. You deserve it!! Congratulations to everybody's friend Bob Sledgeski as Local 734's new president. I visited the funeral home last night for Chief Thomas Baginski, Chief Baginski was the Chief of the Fire Academy upon my entrance to Baltimore City Fire Department. He was many members glimpse and introduction to our new career, he was to the point, firm but always a **gentleman**. I can remember some of the sayings, "you can't have a bad day on the fireground", "listen to your officers", "lunch is never guaranteed", "you are in the Fire Department now," "you get a paycheck every two weeks, don't sell the city short"!!! The Emerald Society had a fundraiser for **Chief Thomas Burke** firehouse naming, hopefully the naming will take place this spring. **Annual picnic** will be held on Sunday, July 13, 2008 at Lake Cascade in Hampstead Md. (Carroll county), watch for flyers and the next newsletter for more details.

HUBBEL FAMILY FUNDRAISER

APRIL 17, 2008 - 7PM til 12AM
MARRIOTT HOTEL
110 S. Eutaw Street
(across from Steadman station)

•Food will be served •Open bar
•Live music (by "CRY WOLF")

COST \$50

The BCFD lost a great Officer/Firefighter, a friend and mentor to young members. Captain Donald Hubbel passed away on February 1, 2008 at the age of 42. Captain Hubbel served the citizens of Baltimore for 15 dedicated years. The members of Steadman station, colleagues both Firefighters and Fire Officers, Union brothers and sisters are holding this fundraiser to assist his family. We are asking both active and retired members, friends and family to come out to remember a well respected member of the BCFD and family man.

For tickets contact: Capt. Paul Moore, R1, 717-855-5981, FF Rick Hoffman, E-23, 410-984-3511, Capt. Scott Czawltyko, Sq. 54, 410-963-2285, Lt. Mike Brown, T-15, 410-245-1301, Lt. Tom Nosek, T3, 410-499-5441

Condolences received in Memory of Captain Donald W. Hubbel

General Pres. Harold A. Schaitberger, IAFF	Personal Condolence
IAFF V.P. William V. Taylor, IAFF 4 th . District	Presence/support
MD State Pres. LeRoy F. Wilkison, Prof. FF of MD	Personal Condolence
Baltimore Fire Fighters (MD), IAFF Local 734	Presence/support
Montgomery County (MD) Professional Fire Fighters	IAFF Local 1664 Fruit Basket
Fairfax County (VA) Professional Fire Fighters	IAFF Local 2068 Card
Vancouver Fire Fighters' Union (British Columbia)	IAFF Local 18 Card
Metro-Dade Fire Fighters (FL)	IAFF Local 1403 IAFF Card
Chattanooga Fire Fighters (TN)	IAFF Local 820 IAFF Card
Cambridge Fire Fighters Union (MA)	IAFF Local 30 IAFF Card
Luzerne County Prof. Fire Fighters (PA)	IAFF Local 840 IAFF Card
Tennessee Prof. Fire Fighters (TN)	State Asso. IAFF Card
Abchorage Fire Fighters (AK)	IAFF Local 1264 Card
Baltimore County Prof. Fire Fighters (MD)	IAFF Local 1311 IAFF Card
United Fire Fighters of Winnipeg (Manitoba)	IAFF Local 867 IAFF Card
Muscatine Fire Fighters (IA)	IAFF Local 1672 Card
New Orleans Fire Fighters (LA)	IAFF Local 632 Letter
Prof. Fire Fighters of Chasapeake (VA)	IAFF Local 2449 Letter
British Columbia Prof. FF	Provincial FF Card
Auxiliary to The IAFF	IAFF Auxiliary Card
James J. Boyle, Ret. President UFO Local 854	IAFF Local 854 FDNY Burn Fund Card
Houston Professional Fire Fighters	IAFF Local 341 Letter
Toronto Professional Fire Fighters	IAFF Local 3888 Letter
Washington State Fire Fighters Assoc.	State Asso. Card
Dobbins Air Reserve Base (GA)	IAFF F-152 Card

**New, not previously announced.*

Tired and Retired

by Bob Hatoff

Well we have a new Chief. I intend to withhold any comments until he has a chance to unscramble the mess left by the last Chief. Kudos to Mayor Dixon for not picking one of the magic wanders. I do wish him all the best, but I feel his first words will be, "Toto I don't think we're in Kansa anymore!"

Now I want to say a few words on the passing of Len Haywood. He was a genuine Fire Dept. character. However he was more than that. He knew his job and he did his job and he was a pleasure to work with. He was an example of the kind of chief you get when someone is tested and works their way up through the ranks, as opposed to being anointed!

My decision not to joke about my anniversary appears to have been the right one. I've received thumbs up from my top three female fans. Janice, Ronnie and St. Laura have said they all approve. It took awhile to hear from them. I had to wait until they stopped laughing. Now I have a year to come up with something for our 50th.

The last newsletter was a record setting first. A father and daughter have columns of their own. This does present one difficulty though. We will be in competition for the annual Pulitzer Prize for journalism. As a proud man I would like to win. Although as a proud father I would like to see Anita win. Since I've already

won several times, I'm rooting for Anita. This is just another example of my great humility! Some times I even amaze myself.

Porky is continuing to work for us retirees to get an annual cost of living type raise. This will not be based on the ups and downs of the stock market. He's spent more than 50 years looking out for us and we need to thank God for him!

Well I'll be closing now. As always I look forward to hearing from everyone. I can be reached at 1805 Greencastle Dr., Baltimore, MD 21237 or 410-866-3235. If you would like to join my fan club, send me a check for \$10.00. You will receive a membership card and an autographed 8X10 picture.

Sick and Injured

Tom Herz suffered a mild stroke. He's home now and getting therapy on his left arm.

Joe Wodarski continues to rehab at home from his stroke.

Larry Buynum continues to rehab at home from his stroke.

Ed Kilcoyne is going to have surgery to get his heart in proper working condition. If this doesn't work he might need a heart transplant.

George Ziegler is permanently hospitalized in Ohio due to several forms of dementia.

Baltimore Fire Officers Local 964

John L. Seiss
Benefit Golf Tournament
to benefit the VEBA Fund.

to be held at the prestigious
Woodlands Golf Course
Woodlawn, Maryland

Friday, May 9, 2008
Registration 7:00 a.m.
Shotgun start 8:00 a.m.

Cost \$100 per player.

Featuring:

- Continental Breakfast.
- Food on the course and a gourmet buffet dinner after golf.
- Beverages on the course.
- Special prizes. A week stay in St. Croix,
- Hole in One prizes including a new Nissan on one hole from Sheehy Nissan.

Great door prizes consisting of:

- Weekend stays at Inner Harbor, Hotels, and dinner gift certificateds at Baltimore restaurants.

Prizes for:

- 1st, 2nd and 3rd place teams.
- Closest to pins,
- longest drive.

Send Team Registration Form to:

Baltimore Fire Officers Local 964
1030 S. Linwood Avenue
Baltimore, Md 21224

Info, contact Bob Jordan 410-908-2434.

THE BALTIMORE FIRE OFFICERS

Local No. 964

Meetings -- 1st & 3rd Monday

1030 S. Linwood Avenue

Baltimore, MD. 21224

PHONE: 410-276-6964

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