

BALTIMORE FIRE OFFICER

LOCAL 964

--STAFF--

STEPHAN G. FUGATE -- TOM NOSEK

By and For the Professional Fire Officer

IN UNION

THERE IS STRENGTH

Volume , Issue

October/November 2009

From the Desk of the President

By Stephan G. Fugate

FY'10 Arbitration Decision

In the June-July edition of this newsletter, I wrote about how exhaustive the arbitration process was for FY'10 and that we were, at that point awaiting a ruling from the Board of Arbitration. The only matter I will repeat from that writing is how the Panel of Arbitrators is selected and the significance of that will become clear as you read along. To refresh your memory, the panel is comprised of three members; one member is selected by the City to represent the City's interests in deliberation and debate, one is selective by the Unions to represent the Locals' interests, and the third is selected from a list provided by the American Arbitration Association through a process of alternate "strikes" narrowing the original list of eleven, in this instance, to a finalist who then serves as the "Neutral Chairman". Mr. Joseph Sharnoff, Esq. was so selected and presided over the Interest Arbitration between the Fire Unions and the Mayor and City Council. In the end, it is the Neutral Chairman who issues the ruling and writes the decision though there is typically a great deal of discussion amongst the three with the two client designees advocating their client's views.

I think it fair to say that the written decision is often more significant than the actual ruling itself as it will have a more lasting effect than a singular issue

in debate. The singular issue in FY'10, for example, was the difference between a two percent wage demand by the Unions and a base salary freeze by the City. That the Unions lost on that singular issue means that our base salaries remain stagnant through FY'10 and we go back to the table for FY'11 in January. The written decision, however, might well provide the basis for how negotiations are conducted far into the future in addition to establishing a precedent and a "case law" record for future reference to the advantage or disadvantage of either party. This premise became significantly important in what will be known as the "Sharnoff Ruling" now that has been received in its Final form.

The Original DRAFT decision dated September 25, 2009 was a twenty-two page document that contained language that, in our view, would have proven harmful to future negotiations and/or Interest Arbitration proceedings. Beginning with the release of the Original DRAFT, the three member panel debated via email and conference calls the merits of various portions of the DRAFT and the result was a redaction of significant portions with the Final Decision. As I write, the Final version now stands at eighteen pages but could well have been reduced to seven as the ruling is clearly reached at that point and the ten pages that follow are little more than a recitation of the City's testimony and closing Brief.

Of significant note is that Mr. Sharnoff did not find, as the City Claimed in a Motion to Dismiss, that the Unions had engaged in "illegal" or in bargaining over "non-mandatory subject" matter which, while not quite settling the issue, allows the Unions to pursue such matter in future negotiations. Specifically, our

Final Offer was for a two percent increase in salary with one percent of that going to an increase in pension contributions and the City filed a Motion to Dismiss claiming, in part, that pensions were a prohibitive subject matter for collective bargaining. Again, Mr. Sharnoff did not rule one way or the other on the issue but clearly left room for further debate. The several issues relating to our pension system are of such significance that our ability to negotiate from a position of equity is essential and that, we surely intend to do.

The bottom line, however, is that we lost the Arbitration for FY'10 and we can add this most recent defeat to the growing list of similar results since the advent of Binding Arbitration in 1977. While our track record may not be stellar, what remains important is that we have a date certain time-frame to resolve MOU disputes and, unlike every other City Union, we do not find ourselves in virtual limbo for months or years. We may not like the decision, but at least we get one and it's important to recognize that each and every time we have taken economic disputes to arbitration, the burden of "proof" is on the Unions. We must demonstrate that the wage demand is warranted, reasonable, and that the City can indeed afford it within the fiscal year at hand and into the future. Though our "Parity" clause is only one way, that is we have parity with the FOP Units and NOT vice-versa, the City ALWAYS claims that whatever our wage demand is simply MUST be extended to the FOP Units. That logic more than doubles the cost of our wage demand and makes it much more difficult to prove "ability to pay".

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From the President's Desk....

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It will take some time to digest the written opinion and though at first glance, it would appear to have been written by the City itself, there may be issues that can be salvaged from the loss. We would not even have that admittedly faint hope, however, with the steadfast representation on the Arbitration Panel by our selection, Mr. F.J. Collins, Esq.. F.J. was there at every step of the way advocating our positions, and he is almost solely responsible for the redaction of what otherwise could have been negative commentary. In thanking F.J. and acknowledging his assistance, however, we are certainly not overlooking the months of work by lead counsel Joel A. Smith and his colleague, Linda D. McKeegan on our behalf. One might say "that's what they get paid for", but trust me when I tell you that not only have they gone above and beyond, but other law firms would have cost much, much more and we should all be grateful for their services.

Furloughs or ???

While not yet recovered from the consequences of arbitration, we now face an issue not seen since '92 and the decisions to be made are not quite as clear as they were then. We all know by now that the BCFD Unions have been charged with coming up with some type of plan that would save \$2.9 million in THIS year's budget that is already more than a quarter of the way spent. Though initially characterized as a choice between "furloughs or layoffs", it is my impression that layoff is now off the table from the City's perspective and was, in my personal opinion, never a viable consideration.

Let me emphasize that what you're reading is MY opinion and it may not be shared by anyone else in the Local, let alone my Executive Board colleagues.

I was around in '92 and vividly recall the debate that surrounded the "six percent concession" and I ended up on the losing side of that vote. The choice at hand then was to concede the recently negotiated six percent salary in-

crease and thus avert the threat of layoffs or to keep the six percent and have the City move forward with layoffs. I did not believe that the City would have followed through with the threat and was SO confident in that view that yes, I was willing to roll the dice. With the majority of members voting to cave-in, however, the City's hand was never forced though I do to this day think that EVERYONE now agrees that the threat was hollow and that layoffs would NOT have occurred.

In 1992, I was not in a position of leadership in the Local and perhaps that's why I was able to knowingly "roll the dice", but that's clearly not the case now. I will not be part of any Union endorsed decision to chance our members' jobs and that's non-negotiable for me. I will NOT be a Union Local President in office when, for the first time in our one hundred and fifty year history, we put our own members out of work. Do I think the atmosphere is different from '92 and that layoffs would actually take place? In a word, YES. Having said all of that, however, I am NOT in any way endorsing furloughs, and I do believe that we can work around that issue and come up with an alternative plan. That will require that we ALL be reasonable and "hell no" to ANYTHING that is not reasonable.

By the time you read this, the matter will likely have been settled and while I'm confident that it can be done without a lot of acrimony and dissention, that all depends upon how willing we are to compromise. The fact of the matter is that we will NOT get through this unscathed, but if WE have a voice in the process, WE can make it less damaging than it might otherwise be.

Pension Issues

In addition to the major issues cited above, we are also facing some of the most difficult times in the forty-seven year history of the Fire & Police Employees' Retirement System. The only post-retirement benefit we've ever had, the Variable Annuity established in 1983, is now subject to elimination by City Council Bill 09-0348 to be replaced by essentially nothing. What is likely the most anti-labor, anti-employee group in the City, The Greater Baltimore Committee, is now

"reviewing" our Plan with the intent of making recommendations that will surely not be positive. And all of this in a malaise of apparent City Hall indifference.

If there's any good news coming out of all of this, it is that the Fire Locals are working very closely with the FOP in a way not seen in years. We have contracted with a prestigious local law firm, Saul Ewing, to do a parallel review that we plan to use to our advantage and/or defense and while we acknowledge it will be viewed as parochial, I would argue that's the case with the GBC's effort and the facts are the facts.

The stated deadline for action has been something of a moving target and legitimate recommendations made by the joint Unions have not received so much as an acknowledgement by the Administration but the battle rages on with no positive action being taken.

To our retired members, rest assured that your pension benefits are safe and secure and keep in mind that the current active members (myself included) will be retired someday so ANY concern that we, the actives, are doing or advocating anything harmful is simply foolish. As always, if there are any specific questions or concerns, please contact me directly, and I will do my best to respond as quickly as possible. And if I don't know the answer, I'll find out what it is.

Finally, through all of what could best be described as controlled chaos, our System Executive Director, Tom Taneyhill, has been absolutely incredible. Responding to voluminous demands for information and dealing with the Administration, the Council, GBC, and the media has become what amounts to a second full-time job and Tom has been able to do all of that in addition to keeping the "trains on time". We are extremely fortunate to have such a dedicated professional, and I cannot imagine where we would be without him. Thanks, Tom!

Regular updates

To say that this bi-monthly newsletter is not the best way to get information out would be a gross understatement. Though we know that not all of

our members have access to the Internet or the necessary skills to utilize it but we believe that is the quickest way to give up-to-date information out. In addition, it allows an exchange of information and interaction nearly as immediate as a telephone call. If you're able to, please monitor The Forum on our web site for important updates and, again, feel free to contact any of us at your convenience.

From the Desk of the 1st Vice President

By Michael Waldner

We have officially lost at Arbitration Hearings for the same 2% raise that the other City Unions received on July 1, 2009. I don't expect this news will shock many of our members, but it will certainly stiffen the resolve against giving anything back as the City looks to threaten us with layoffs or furloughs, maybe even salary reductions. We will be negotiating about the latest budget cuts and how to pay for them beginning on Monday, October 12th. At the conclusion of a 20 day session of negotiations, if we reach no compromise, we will be headed to arbitration on this issue. Following this session, we will be only a couple of months short of starting full fledged Negotiations for next year's (July 2010) MOU in January, which will probably lead to another Arbitration as the City will have nothing to offer and will be attacking all our remaining benefits and be looking for further concessions.

Elections

By the time this reaches your homes, election ballots will have preceded this newsletter, twice. I hope all our members voted and returned the ballots, as this is the most important job you have as a Union member. You pay your dues and have the right to select your representatives. This Union is only as active and strong as its members. Best of luck to all my fellow candidates and thanks to all that voted, whichever candidate you chose to support..

Softball

The IAFF / MDA tournament on September 10th, 11th, 12th, and 13th in PG County is over and the scorebook is closed for another year. We had a lot of rain on Friday which washed out the entire schedule for that day's games. On Saturday, we started bright and early (0700 hours) on the soggy, slippery fields in a "one pitch" format. That means each batter gets one pitch each at bat. A called strike is a strike out, a foul ball is a strike out, a called ball is a walk or you hit it and put it in play. Obviously, you swing at anything close and hope it is a fair ball. This is a tough format for experienced players, but really tough for those who have never played this way before. We lost the first game by the mercy rule after only 4 at bats by a score of 17 to 1 against San Antonio, Texas.

We, apparently, were not a team of "mudders" as they say at the race track. Next we faced Greenburg, NY and won by a score of 7 to 6, but played the full 7 innings. This game featured a towering homerun by Ray Hudson over the tall "Fenway" style fence. Our final contest was a heart breaking 15 to 14 loss to Virginia Beach, VA. When we did hit, we were led by the hot bats of Scott Czawlytko and Ray Hudson. I would especially like to thank all the players who showed up Friday morning for the scheduled 0800 game only to be cancelled out until Saturday after making the long drive for nothing.

This year's roster included some veterans of past tournaments, some new "over forty" rookies and even the return of former Local 964 "iron man" champion Hooter Gibson. Hooter is hooked now and has already pledged to try and play some Senior League games and/or with the Firehouse team in the Spring on Monday nights in Perry Hall. The rest of the team consisted of Rick Smith (E5), Roger McPherson (retired Line Maint./ on loan from his North Carolina League farm team), Charles Brown (retired HR Chief), John Baker (BC1C), Scott Czawlytko (SQ 54), Dave Goldman (T26), Alex Perricone (BC EMS-C), Rick Hoffman (E23), Mike Meyers (E33), Ken Kincaid (T21), Glenn Folderauer (T16) and myself.

I would also like to acknowledge our devoted wives who sat through the rain and mud, Jim McIlhinney who keeps score every year and Bud Ryer (Terry's Dad) who finds us every year to cheer for us and all the other BCFD teams.

The "over forty" portion of the Tournament was won by an undefeated Columbus, Ohio team who swept through the bracket ahead of two New York teams at 2nd and 3rd, which left us tied for 17th (out of 26). In the "open" division Miami - Dade, FL. also swept through undefeated followed by Providence (Red), RI and Houston, TX. The other BCFD team finished tied for ninth, with a VBI team tied for 25th (out of 67). All who participated deserve congratulations on a job well done considering the conditions and erratic all night schedule on Saturday to catch the schedule up for Sunday's games. Contact me if you are interested in playing next year in any of the Leagues or the tournament.

Crab feasts

Kudos to Tom Nosek and his Entertainment Committee for putting on two fabulous Crab Feasts. The food and company was top notch and not to be missed next year.

Heart/Lung Scans and Physical Assessments

So far this summer, we have had consistent usage of the Program as far as the number of participants. Do not wait to avail yourself of this important preventative medical procedure as the handwriting is on the wall of its future termination. If you haven't done the scans since the beginning of this program (4-5 years ago) check with your cardiologist or principle health care provider about refreshing your profile and participating again. This will allow you to also take part in the physical assessment portion of the program that was not offered in the initial start up of the program.

The Heart/Lung scan program is now being offered on Tuesdays and

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1st Vice President

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Thursdays from 1100 – 1200 hours for scans only.

Our full testing program is now only offered on Tuesdays between 1200 – 1400 hours at the Fitness/Rehab Center. This 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 offered to ALL interested members, active and retired of both Locals (734 & 964) and their spouses and widows.** 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. Please take advantage of it. You are never too young or too old to monitor your health. **Again, these are only open to active and retired members of Locals (734 & 964), their spouses and widows.** Please take advantage of these appointments while they last.

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

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.

Community Outreach Program

As always, I will mention again about the Community Outreach Program (parents/siblings, friends 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.*

Please Note: Unfortunately, Franklin Square Hospital (sister hospital to Union Memorial in the same Health group) has ended their Program due to budget cuts and it was a duplication of services.

In these trying times, we are being asked to do more with less, yet again. I know we have always accomplished our mission, but now our resources are so minimized that I fear the conditions are becoming unsafe in much shorter time frames due to fire spread before that first line goes in service or that first truck ventilates the premises. Please Remember, if I am your second due Chief (and I usually am), I am your Safety Officer and I will have your back. I will look out for you, but most importantly, you look out for you. All I want is for everyone who comes to work, to return home in the same condition. I don't want to be the next Battalion Chief who loses a member (and it will happen if things don't get better) due to the manpower shortages. So if the order to back out is given, DO IT. Lives are at stake, and they are your lives and your crew.

Remember too, 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 and I promise to return your call ASAP or email at captal@aol.com.

Mike Waldner

From the Desk of the 2nd Vice President

By Mike Campbell

I would like begin by welcoming two stalwarts back to the BCFD. First, Battalion Chief Bryan Hoffman who was put through the ringer by PSI and the Department during his health struggles and was told, as I, that you cannot return to duty! Bryan persevered and never gave up and I'm happy to report he is back in the 3rd Battalion where he belongs. Second, Miss Marie Lemmon. Marie suffered a serious heart attack a few weeks back and with the good Lord's help is back to serving our members on Box 414. Marie also attended our 2nd crab feast and was given a standing ovation. Walt did tell me that Marie had to cut the grass a

couple of days ago because he was tired and he thought two weeks of recuperation was plenty! Welcome back Bryan and Marie!

By the time you read this it will most likely be apparent what type of hit the Unions have to take to make up the \$2.9 million dollars that the City Administration has forced upon us. I know Steve will go into length about this so I will keep it brief. I am thoroughly disgusted by this Administration and their mismanagement of City funds. It seems that some still get raises and theatres are bought while we continue to take hit after hit after hit! As I write I don't know what the end result will be, but I don't see it being pretty! We lost our contract Arbitration and that certainly will not be of help during this financial mess and we have to begin again in a little over two months. Hold on tight and grab the kids. This ride isn't for the weak of heart!!!

We had to send out ballots for this years' elections a second time after learning that our Post Office Box was no longer available for our continued use **AFTER** the original ballots were mailed on September 28th. It would appear that, not having used the P.O. Box since our last contested election in 2007, we missed the annual payment for a considerable time period and the box was transferred to another party without our knowledge. Mail to Post Office Boxes is scrutinized to a degree and if it appears to be miss-addressed (i.e. not going to the designated user of the box) it is either returned to the sender or, in the absence of a return address, sent to the "dead letter" file. We do not see the need for a return address on the envelopes as it would be the very same as the delivery address. Inasmuch as several Postal employees handle the distribution of mail to the boxes at the Raspeburg Station, there was no way to assure that ALL of the returned ballots would be retrieved and held-out and, in order to maintain fairness and complete transparency, it was decided that the best approach would be to re-issue the ballots with the return envelopes going to our Union Hall. We apologize for any inconvenience!

I would like to congratulate all of the recent internal promotions along with

our newest members. I was happy to see that Chief Clack followed through on his promise to make the Conditional Promotions from the last list. Ct. Ron Green was promoted to Battalion Chief on the same order, but we did not receive the normal trickle down to Ct. and Lt because this was one of the two double-filled Captain positions that we needed to absorb. The next Battalion Chief or Captain retirement, will bring us back to even for moving forward with Captains promotions. As has been mentioned previously the Fire Department has given notice to the Union concerning the reclassification of two Suppression Lt. spots to two EMS Lt. spots. I have been in touch with Human Resources and have been told the following concerning the upcoming EMS LT & CT exams: The tests may contain MOP items including additions, deletions or revisions **through 8/31/09, but none after that date.** Steve Horchar has come up with a Christmas ornament that the Local will be selling at Union meetings and at various other functions. The cost is \$15.00. You can view the ornament on our website. I also want to give kudos to Tom Nosek for this year's Crab Feasts. Tom, along with Tim Nosek, Jim Murray, Tom Skinner, Doug Taylor, Art Turner, Steve Fugate and Tom Tosh saw to it that our members again had a wonderful time. As always, the crabs from Bill's Seafood on Belair Road were fantastic. Please patronize Bill's for your seafood needs!

Please keep Mark and John Ruff in your prayers as they lost their dad recently! Mr. Ruff was a POW and was issued many honors while he served our nation in time of war. May God Rest His Soul!

Great-West has been chosen as the new Deferred Compensation Plan Administrator. They begin services on 12/1/09. If you are a Plan Participant you should've received a letter from the City of Baltimore's Director of Finance mapping out the transition from ING to Great-West. If you have questions or concerns contact the Deferred Compensation Plan Office at 201 E. Baltimore Street, Suite

120 or call 410-332-0809. Their hours are Monday thru Friday from 0800 to 1700 hrs. Please keep abreast by logging on the Fire Officers website at www.iafflocal964.org.

Health Care

Open Enrollment will be from October 19 – 31. Keep on the look out for all necessary material in the U.S. mail. I have had some calls concerning the **NEW** CareFirst optical plan. The City no longer provides vouchers. CareFirst has issued cards that you show at the provider's office. I would call ahead of time to make sure that your vision provider accepts the CareFirst card. If you are seeking a reimbursement you will have to log on to carefirst.com where you will select "CLAIM FORMS" on the left, then go to the VISION section and click "SELECT" to print out the forms.

The City of Baltimore was recently made aware of a data breach affecting our Pharmacy Provider, Express Scripts. The following is important info. for our members who have been affected:

- Express Scripts will send a letter to all City of Baltimore members on the most recent list advising them of this data breach and services available to them. The letter will be sent by September 18, 2009.
- As a result of the initial data breach in October of 2008 Express Scripts hired Kroll, a risk consulting firm and global data security leader. Members with concerns about the data breach and their personal information can contact Kroll at 1-866-795-9350, at no charge, to discuss their issue with a specially trained customer care representative.
- Express Scripts has set up a website, www.esisupports.com, which contains useful information and resources for our members.

If you are not satisfied with Kroll or Express Scripts explanations

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or cannot get the answer you were looking for please do not hesitate to call me, 443-629-0216.

Safety and Health

I attended the Safety/Health meeting on 9/20/2009. Items discussed were as follows: Roof work should be completed on E36, T15, and E51 & E52. Soon to follow should be E31 and 3 more unnamed houses at this time. The Dept. has requested funding for new windows for E21, E31, E20, and E30 & E58. All 1st line Engines and Trucks with the exception of E46 have the Ward Diesel system installed. Next up are the Medic installs. The 4 new Medics that have been ordered to replace our older Medics should be in by the end of October or Early November. I would like to thank Chief Clack and Chief Trimper for continuing these projects! The highway Safety Vest MOP has been drafted and should be in the fire houses soon. The Fire Academy is developing Life Safety Rope training for the Department that should begin sometime after the first of the year. The Safety Office and the Safety/Health Committee have come to an agreement concerning the Leather Helmet issue. All paperwork is being finalized and will be sent to Chief Clack for his blessing. A revised MOP will soon be out concerning Non-Fire Department gear. This may not be good enough for some of our members, but in my mind it certainly beats the alternative which was not being allowed to wear them at all!

Make sure that you e-mail the Safety Office at (FDSO@baltimorecity.gov) if you have any safety related issues along with contacting me. If you are e-mailing Health and Safety Officer Bill Jones, you must e-mail William H. Jones, not William Jones! You must also continue sending in Special Reports as is policy. The next meeting is scheduled for 10/15/09. Contact me with any issues.

BE SAFE!*...my article continued on next column***President's Club**

If you have an idea for next years President's Club item please e-mail me and if you need a size change I need to be made aware of this prior to the order going in. Thanks!

Retirees cannot contribute to the Presidents Club 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 listens to our concerns. The Fund can **only** be used for Local and State politicians and **cannot and will never be used** for Federal politicians, (President, Senator etc.)

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 deduction 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 – 410-396-5682
E-mail: captain16@hotmail.com

Worlds to twirl by...

In-a-gadda-da-vida, honey,
Dont you know that I love you?
In-a-gadda-da-vida, baby,
Dont you know that Ill always
be true?
Oh, wont you come with me
And take my hand?
Oh, wont you come with me
And walk this land?
Please take my hand!

(20 minute drum solo)!

Iron Butterfly**From the Desk of
the Recording Secretary***By Tom Nosek*

Things have changed since the August/September newsletter. The BCFD has to absorb 2.9 million from their budget. Members responding to numerous web sites have suggested areas of financial savings, however it appears MANAGEMENT knows best. The City has invoked Article 36 of our contract and we will now have twenty days to find a solution and vote as a membership on how to move forward. It doesn't matter that two other City unions received a pay raise along with the politicians. You probably know by now that we lost FY2010 arbitration. The resounding comments from this year and past years and even acknowledged by management is that the Fire Officers are way behind in salaries to surrounding Fire Depts!!! This must be addressed and thinking outside the box will need to be done to correct the inequalities of our salary. The City still has City Council bill 09348 pending and such if passed would eliminate the Variable Annuity Benefit, leaving us with no post retirement benefit. Please watch for information on such, we can not afford to have zero as a post retirement benefit.

The fill the boot campaign for MDA raised \$69,812. with the MDA kick off party handled by Tom Tosh, Walt Lemmon's/Box 414 collection our total was \$71,203.53. Rod Devilbiss auctioned off some 150th anniversary badges, so our total is about \$74,000. THANK YOU A special thanks to the hardest workingman in the BCFD, Eugene von Berger, thanks pal for all your help. Thanks to Keith Armiger for the Under Armour prizes at the kickoff party. My colleague Mike Campbell organized the counting of the money along with Dave Cox, Dave Zepp, Steve Fugate, also thanks to Julie Snyder for assisting with the pickup of money at the battalions. Top two companies were T12 \$4888.91 and E43 \$3943.84.

By the time you read this newsletter, the 2009 Memorial service and Medals day will have passed, kudos to Ray

Hudson and Mike Brown on their hard work creating the program book. Thanks to Howard Meile for the pictures, Jim Keefe for the DVD, Karl Zimmerman, Bill Hughes, Rod Devilbiss, Mike Hinline, Mike Freidman, Wayne Nowowiejski and Forthubers Florist, Donald Heinbuch, Scott Czawlytko, Steve Fugate, Barbara Hemberger, Kevin Cartwright, Tom Nosek, Mike Campbell, Emerald society, Stuart Nathan, Alex Katzenberg, Box 414, Walt and Marie Lemmon. Special thanks to chairman Steve Weigman, job well done by all.

The Local's annual crab feasts were held on September 23 and 24, thanks to chef Tim Nosek, corn master Jim Murray, bartender Tom Skinner and staff Art Turner, Mike Campbell, Doug Taylor, Steve Fugate and Tom Tosh. The food was great and a good time was had by all.

The inaugural Pub Crawl was held September 19. Tom Tosh, Pat Macken, Tom Nosek along with Steve Fugate, Harvey Webster, Al Ellis, Mike and Leisa Campbell, Tom Cate and Phil Gentile raised \$900 plus for the VEBA, looking forward to next year.

SAFETY, please continue to look out for each other on the fireground, with rotating closures and the colder months coming, we need to protect one another, the City and department certainly don't care.

Maryland Irish Festival (formerly the Baltimore City Irish festival) will be held November 13, 14 and 15 at the Timonium Fairgrounds, please visit the Emerald Society's pit beef stand.

Please enjoy the fall season, if you have little ones have a great Halloween, remember they grow up quick. Wishing you and your family a Happy Thanksgiving,

In closing GO RAVENS

**HAPPY
THANKSGIVING!**

From Your Executive Board

Box 414

By Walt Lemmon

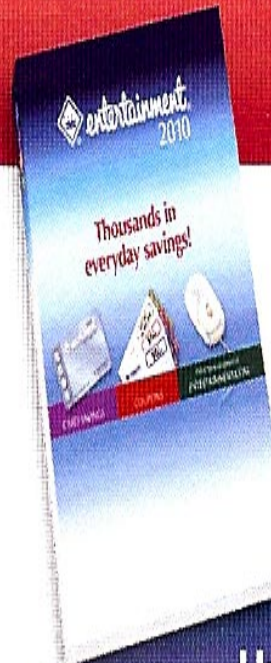
The Potty Wagon (Car 417), aka Relief Unit or other names the members come up with, is being constructed as of this writing.

It has been a slower than normal summer. The cold beverages, food, and cold towels were enjoyed on the fire ground. Runs will pick up with the cold weather coming and we will have all the units in service making the fire fighter as comfortable as possible.

Box 414 will be at the Thrill Show at the Academy and will cater the Memorial Service/ Medals Day Ceremony at the War Memorial.

Marie Lemmon is getting better and will soon be on the wagon again.

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Tired and Retired*by Bob Hatoff*

I want to open with a bit of news that I'm very proud of. A recent poll taken resulted in my great-granddaughter being declared the most beautiful baby in the state. Now I'm sure there are some skeptics out there who have doubts about the validity of this poll. I want to assure all of you that this was a totally unbiased finding. Every member of my family was allowed to vote, regardless of their age, sex, race or mental condition. It just doesn't get any fairer than that. If any of you have any great-grandchildren, who you would like to enter, please send their picture to me. I will consider them carefully before I throw the pictures away.

I got a call from Bob Jordan. He was in his home away from home, Ocean City. He and Char were sitting at the beach. They struck up a conversation with, in Bob's words, an old couple like in their 70's. I told Bob to go easy on the old bit because I fell into that category. Anyway when the man found out Bob had been in the Fire Dept. he asked him if he knew Hugo Warns. Bob fell off the bench and it took awhile for him to stop laughing. When he finally composed himself Bob explained how Hugo has been a continuing saga in our newsletter. The man, Mickey O'Rouke, said he used to date Hugo's daughter. He added that he had recently visited Hugo and was amazed at what great shape he was in. Welcome to the club Mickey. He also said he still calls him Mr. Warns. Personally I feel this is the greatest Hugo story so far. Hugo's fame has extended beyond the Fire Dept. Now since Hugo has been kicking around for nearly a century I wouldn't be surprised if we come up with a better one.

This years Retreat went well and the fellowship was great. We were few in number but huge in faith. The bible says when two or more are gathered in his name, there is love. We're living in a time of great anxiety. Good manners and respect are going down and road rage is growing. There is a big need for love and God. Don't miss any chance you get to receive or give it!

As always I can be reached at 1805 Greencastle Dr., Baltimore, MD 21237 or 410-866-3235.

Sick & Injured*by Bob Hatoff*

Porky and Frank Rainey were able to attend the Sept. Retiree's meeting. It was good to see them up and around. Fred Reidel is going through some tests and it appears he needs a new heart valve.

Harry Glasson is extremely ill down in Florida.

Ron Keene had back surgery for a pinched nerve. Everything went well and he is home.

Max Powers has one more shot to go in a series to reduce the swelling in his back nerve. If this doesn't work he'll need surgery.

Ed Kilcoyne has been in Hopkins hospital for about a month. He has been put on the top of the transplant list, but he developed an infection and had to be taken off.

Marie Lemmon had a heart attack and she is recuperating at home.

Please keep all these people in your prayers! .