

INDIANA

WINTER

WINTER 2022



PFFUI President Tom Hanify

Brothers and Sisters,

Brothers and Sisters,

I hope everyone had a good and healthy holiday season.

This is my last session in the General Assembly as the PFFUI President, as I will not be running at the 2022 PFFUI Convention. I wanted to make my last session a productive one and good for our members and so far it is going well.

I am pleased to report that our legislative agenda is moving along in a positive manner. Our most important piece of legislation this session is the Conflict Resolution bill (Senate Bill 76) authored by Senator Phil Boots of Crawfordsville. It passed out of the Senate on the fourth working day of the General Assembly.

The Conflict Resolution bill will be an addition to the Meet and Confer legislation that we passed in 2008. Senate Bill 76 provides for a mediation process when the labor organization and management cannot resolve an issue. This will be done through the Department of Labor at the expense of the two parties. This will be non-binding but certainly help resolve issues, after receiving a third-party opinion.

The next step in the process is for the bill to

go through the process at the House. If it is approved, it will go to the Governor for signature, which I am optimistic he will support.

Another initiative for this session at the General Assembly is our partnership with Accelerating Indiana Municipalities (AIM), which was formerly Indiana Association of Cities and Towns. Our partnership is related to legislation concerning elimination of the business personal property tax. This legislation would eliminate millions of dollars from local governments and hinder their ability to provide services, infrastructure, public safety, and other improvements.

This loss of revenue to local government could be like the tax caps that were put in place in 2008. The initiatives we are supporting with AIM are to create additional sources of revenue for local governments, in the case the legislation is passed. "Replace, don't erase."

We will be sharing information about this issue on our social media channels and to our local leadership. Your legislators need to hear from you, that you are concerned that local government cutbacks would adversely affect your training and safety, and therefore, the safety of the community.

Please see Vice President Whited's report for a full look at this year's bills. This is a short session, so it should be over by mid-March. If you would like to attend with us, please speak with your Local leadership and we will arrange a day at the statehouse.

We will be hosting our Professional Development seminar and Thomas H. Miller Legisla-

tive Conference, on February 21 and 22, respectively at the Hilton Indianapolis. This is an educational seminar for local union leadership that is hosted annually. I encourage your local leaders to attend.

The purpose of this year’s training is to teach local leadership how to conduct themselves in political meetings and situations. We will work together on how to engage and build relationships with local political leaders, how to convey local messaging in a strategic and a timely way, and best practices in political and social situations. All politics is local, and we want to ensure your Locals are developing good relationships. Learning how to engage these politicians at the local level also pays dividends at the State House, as most members of the Indiana House and Senate come through local councils, boards, and committees.

The training will also include a presentation on best practices for social media and a brief presentation on IAFF Smart, which is the International’s membership database program.

I focus every day on how to create positive impacts at the State House to improve our work conditions, like how your

Local Union leadership does in your department and community.

As a past Local President, I know how challenging it is, and how much time it takes to embrace the Local Union leadership role. It’s important, whether you agree or disagree with that local leadership, to recognize that they are acting on your behalf - investing time and trying to improve the working conditions for every member they represent. Please take a few moments to thank them and recognize their investment of personal time as they work on your behalf.

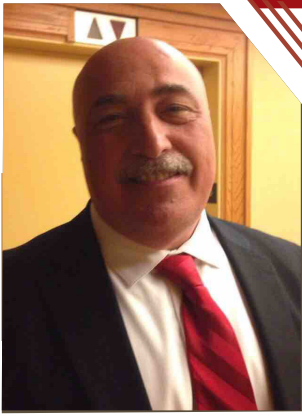
As always, if you have any questions, please feel free to contact your District Vice President, Vice President White or myself.

Thank you for your work,

Tom Hanify



PFFUI Vice President Mike Whited



Brothers and Sisters,

I hope all of you had a great holiday season, it's hard to believe we are in a new year already. Each new year also means it is time for another session at the Indiana General Assembly. The PFFUI has had great success at the Statehouse the past several years and the 2022 session has started off looking like another successful year. Every year, during the first few weeks of the session, potential laws are released in the form of bills. In the past it has sometimes taken two or three weeks before we see our bills post. However, this session we saw our bills post before the session officially started and three of our bills were scheduled for a hearing the second day of the session. Two of the bills passed the Pension and Labor committee unanimously and were sent to the full Senate floor. The other bill also passed the same committee unanimously but was sent to Appropriations committee because it may have a cost to the State of Indiana. In addition, the first two bills passed the full Senate chamber unanimously without any amendments. We are off to a great start.

Senate Bill 76: This bill will add to the meet and confer law. If passed, it will create a dispute mechanism for local units of Government or Locals. This will give Locals without a contract or an agreement that has any kind of arbitration process a way to help settle a dispute. It will allow those that don't have this ability to petition the Department of Labor to appoint someone to listen to both sides of the dispute and give a non-binding written opinion. This is not intended for disputes in discipline or individual grievances but for health and safety, wages or working conditions. We feel this could help by bringing in an unbiased third party to listen to both sides.

Senate Bill 78: This bill addresses two issues. First, currently a City or Town that participates in the 1977 Police and Fire pension fund are supposed to put all

Police Officers and Firefighters in the 1977 pension fund. There have been cases where some Cities or Towns don't follow the law and will put an Officer or Firefighter in civilian PERF. If SB78 passes it will allow INPRS to impose penalties to Cities or Towns that don't follow the law. Second, SB78 will allow a Police Officer or Firefighter that was in the 1977 pension fund that separates from that employer for more than 180 days and is over the age limit (36 for firefighters and 40 for police officers) to come back to any department that participates in the 1977 pension fund to be hired by that department. This is provided that individual can pass the baseline statewide physical and would be eligible to retire before 60 years of age with the combined years of service in the 1977 pension fund.

Senate Bill 79: This is the bill that was reassigned to the Appropriations committee. If passed, SB79 will allow members to opt into a defined contribution plan run by INPRS as a way to save more money for retirement. This WILL NOT do away with the current defined benefit plan that is in place for the members in the 1977 Police and Fire pension fund but will allow an extra option for having additional money deducted from your pay to be deposited into an ASA for your retirement.

In addition to supporting bills, we also work to identify harmful ones: HB1002 is a bill we are opposing.

If passed, this bill would eliminate the business personnel property tax. If this tax is eliminated it would



leave local units of government with massive losses in tax revenue. The PFFUI is part of a coalition that opposes this legislation and are asking lawmakers if they eliminate this tax to replace it with a permanent replacement. The total elimination of this tax would affect local units differently around the State depending on how many businesses are in their boundaries. Regardless it will leave local units with massive losses in revenue, so we are working hard to stop this bill or amend it to something to lessen the impact.

We are also tracking dozens of other bills this session that deal with taxes, training, and the health and safety of firefighters. President Hanify and myself are at the Statehouse every day keeping a close eye on these

bills making sure that the end product will have a positive effect on our members.

In closing, any of you are welcome to come to the Statehouse to see how these laws are made. Please contact the state office to find out what days are best.

Fraternally,

Mike Whited



Secretary-Treasurer Mike Pinkham

Brothers
and
Sisters,

As another year begins I am pleased to report that we continue to enjoy a solid financial foundation and our per capita rates remain among the lowest compared with other IAFF State and Provincial Associations. Our per capita dues have increased slightly from \$4.58 to \$4.67 per active member per month with the retired-active member rate increased to \$2.33 per retired-active member per month. We are proud of the value we can provide our affiliated members with such reasonable rates. Our membership presently stands at 78 Locals representing 6,660 active members and 1,260 retired-active members.

Detailed financial summaries of last year's activities have already been emailed to affiliate Presidents and Treasurers.

With the start of the new year please remember to follow up within your own Locals conducting an annual financial review in compliance with your Constitution & Bylaws and remember that every Local Affiliate must file a Form 990 federal tax return typically by May 15th to ensure compliance with IRS not-for-profit regulations. Our Regional

Trustees will conduct a financial review of the PFFUI and the Indiana Firefighters PAC in February.

We have scheduled several annual events and hopefully we will be able to schedule additional seminars furthering the education and skills of your local representatives to better serve your membership's needs.

We will conduct a leadership seminar in conjunction with our annual Thomas H. Miller Legislative Conference February 21-22, 2022 in Indianapolis. Details have been emailed to affiliate leaders and is available on our website.

Our 46th Annual Convention is scheduled June 1 -3, 2022 in Indianapolis and we will host another leadership seminar in conjunction with our annual memorial ceremony September 29, 2022 also in Indianapolis.

We have enjoyed success in recent years in the Indiana General Assembly and our expectations remain high for another good session as we continue to be your advocates seeking legislation protecting and enhancing the benefits of firefighters throughout the state.

We could not have achieved our legislative successes without your support of our Indiana Firefighters Political Action Committee. Your financial commitments are critical to the success of our legislative initiatives. Please continue to help us in these efforts by contributing to the Indiana Firefighters PAC. You can use the following link to submit an individual contribution online: PayPal.Me/INFFPAC

Please do not hesitate to contact us through your Local President or your PFFUI District Vice-President if we can be of service to your membership.

2022 PFFUI Convention – Nominations and Elections of PFFUI Officers

The 46th Annual Convention of the Professional Fire Fighters Union of Indiana will be held Wednesday June 1 through Friday June 3, 2022 at the Indianapolis Hilton Downtown located at 120 W. Market Street, Indianapolis, IN 46204.

A detailed convention call will be emailed to affiliate leaders sometime next month, but I thought I'd provide a few advance details for planning ahead.

Local's credentials will be emailed to Local Presidents and made available on our web site. One copy of the credential for each delegate and alternate who will be attending should be returned to the PFFUI Secretary-Treasurer by May 2, 2022. Locals are allotted an equal number of alternates for their delegates however you do not even have to send your allotted number of delegates to receive your full per capita voting strength. Votes will be divided evenly among a Local's registered delegates.

All Locals must have their per capita tax paid through the month prior to convention to be entitled to representation at the convention.

Nominations and elections of the offices of President, Vice-President, Secretary-Treasurer, six (6) District Vice-Presidents, and four (4) Regional Trustees shall take place in accordance with the provisions of the PFFUI Constitution and By-Laws.

Any Local Union of 99 or less members, which does not send a delegate to the convention may be represented by giving their proxy votes to another Local Union, within their district, provided the following conditions are observed: The Local Union granting the proxy and the Local Union accepting the proxy must be in the same district of the State Union. A proxy must be authorized by a majority of the votes cast by secret ballot of the members present and in good standing of the Local Union granting the proxy(s) upon a 15-day notice of the vote. No Local Union may, in addition to its own delegation representation, accept proxies to represent Locals in excess of 100 votes. Proxy voting shall be permitted only in a roll call vote and the election of Officers and shall be cast by the Chairman of the delegation casting the votes.

It is important that your Local be represented at the convention. Please contact your PFFUI District Vice-President if you have any questions.

Fraternally,

Mike Pinkham



Newly organized
Portland Firefighters
Local 5356 IAFF Charter

Peru Local 383
delivering gifts
to those in need



1st District Vice-President

~~~~~  
**Jon Parkhouse**

Brothers and Sisters of the First,

With the holidays behind us and winter in full effect I hope everyone was able to enjoy a happy and healthy holiday season. The Indiana assembly has just gone into session (at the time of this writing) and as always the PFFUI has a presence in the halls. I want to remind everyone and encourage anyone who may have some free time to make contact with President Hanify or Vice-President Whited about spending the day with them. It is very informative and interesting to see state government at work. There is a mutual respect that is second to none that Tom and Mike have in the halls. We must also not forget that these people in Indianapolis have homes in our districts as well. If you don't have a relationship with them, get one. Elected officials love nothing more than to hear what's happening back at the "home front." If you can arrange to meet with them while in Indianapolis that is all the better.

The 1st District recently held its long overdue district meeting in early December. We had 18 of 26 locals attend and as always it was a successful networking event. Thanks to the PFFUI principal officers for attending as well as IAFF 8th DVP Mark Sanders for giving an update on the IAFF. 5th District DVP Tony Murray was also on hand to discuss his position and intent to be the next President of the PFFUI. President Hanify was presented a plaque on behalf of the 1st District for his 20 years as PFFUI President. This was a small token of appreciation for the years of service he has given to the state as well as the district. I think it would be hard to argue that he doesn't make his way up here often. I have run into him countless times making the trip for a simple union meeting or retirement dinner. Enough praise can't be given and he is truly one of our own.

This executive board is always here and is willing to offer its services or direct a Local to a program that may help with an issue you may be facing. Case in point, it was discussed at the district meeting that South Bend L362 is having some issues in house with human relations and working conditions of firefighters. The IAFF has a program in place to help out, but the PFFUI went one step further and reached out to Brother Jim Ridley, who knows Indiana and the PFFUI very well, to come in and put on a human relations seminar to those brothers and sisters. Jim retired from the Fort Wayne Fire Department, is a former PFFUI VP and recently retired from the IAFF in DC. The labor/management cop that can arise from this is impressive and I look forward to the conclusion and what may happen as we go forward.

Also there have been inquiries from a few non-affiliated departments up here about a district peer support group. The PFFUI got involved along with the state and will be doing something in the near future to create this important resource for our members.

The point I'm trying to make is that you don't have to do this alone. With the landscape of unions always changing and the old guard making way for the new, reach out and I promise you someone, somewhere has experienced what you're going through and would be more than willing to help you succeed.

I hope to see many of you at the upcoming training and legislative conference and eventually the next convention in Indianapolis. Please get your events into the PFFUI to pass along. Finally, as always I am more than willing to travel to your local meeting, firehouses, local coffee shops or wherever you need me to in order to talk about our organization and its importance. I may even mention PAC if the time is right, which it always is!

Stay safe  
Jon



## 2nd District Vice-President

### Cody Leever

Greetings Brothers and Sisters,

Hopefully everyone had a wonderful, safe, and healthy holiday season.

The 2nd District has kept busy, including with some exciting news! We officially organized our 19th Local in the 2nd District with Portland Firefighters joining the ranks as IAFF Local 5356. Congratulations to President Travis Theuer, and the brothers of Portland Fire for all the hard work over the past several months. A special thank you to 5th District Vice President Tony Murray for all your help in getting this done. Welcome to the PFFUI Brothers! We all look forward to working with you.

Twelve of our now nineteen Locals met in November for our Fall meeting hosted by Logansport Local 470. Kudos to former President Billy Cox and Local Secretary-Treasurer Brian Iles on your great work in putting the meeting together. Logansport has welcomed a new Local President Brian Dixson and reported that their Smoke Detector program enabled them to distribute over 100 detectors throughout their community. Local 460 also worked with their Administration on acquiring Zoll AutoPulses for every apparatus. Great work as usual from Local 470.

Alexandria Local 1649 President Adam Matson reports that things have been quiet as they're finishing up contract negotiations. Angola Local 3962 eagerly reports they are hosting Fire Chief Mo Davis from Houston Fire and Firefighter Sean Duffy in March to put on their annual class. Congratulations to Local 3962 President Kevin Mory on his recent retirement from Angola Fire.

Fort Wayne Local 124 President Jeremy Bush, and his team, ratified a 3-year agreement that includes 5% pay raises each year and increased longevity to \$10,000 from \$5,000! Incredible work by Brother Bush and the Local 124 negotiations committee. President Bush also reports that relationships and communications are improving with the Mayor and Fire Chief which is wonderful news. Local 124 will be focusing on peer support and mental health programs in 2022 with the Local investing \$30,000 to

assist their member's needs. Lastly, Local 124 continues to improve communication with their membership by implementing a very successful podcast. All great things from Fort Wayne Local 124!

Kokomo Local 396 newly elected Local President Dan Guffey reports that the City and Local are working together on a feasibility study and they recently signed an MOU reducing retiree insurance rates for dozens of Local 396 retirees. Great work brothers and sisters.

Lafayette Local 472 continues to be busy giving back and working with their community. President Trent Richter reports the Local held a reverse raffle for the first time in November, netting their Charitable Foundation \$15,000! Local 472 shopped for 70 kids during their annual Shop with a Firefighter event and they also held an inaugural membership appreciation tailgate at a Purdue Football game that was very well attended. President Richter and his Local do continue to deal with staffing issues much like several of us throughout the District, but Brother Richter and the members of Local 472 are still doing great work, nonetheless.

Marion Local 676 just completed a hiring process bringing on six new Firefighters to the ranks, President Johnson reporting that two of the six are additional Firefighters, bringing their complement to 60. Marion Fire also added a new Rosenbaur Engine to their fleet and Brother Johnson believes their Chief and City Council will be approving the purchase of a new Ladder Truck by spring as well. Local 676 has requested a station location study from the IAFF in hopes of reopening Station 1. More great work coming out of Marion Local 676!

Muncie Local 1348 has a new(ish) President, Jason Chafin, after Brother Mike Whited did not seek reelection. Brother Chafin held the position of Local 1348 President previously and has already hit the ground running. Local 1348 also has a new Local Treasurer, Shaun Ferris, after longtime Treasurer Bob Scott also did not seek reelection. Congratulations on your retirement Brothers Scott and Whited and for all you did for your members and community. Muncie Fire is currently hiring at least eight Firefighters after ending 2021 with over 18,000 calls, their busiest year on record. President Chafin happily reported their Local's Toys 4 Tots program

helped provide Christmas to over 400 families. Keep up the great work Brothers!

New Castle Local 1722 has many new Officers on their Executive Board, led by newly elected Local President Chase Hauser. Many thanks to former Local President Tim Welch for his years of service to his Local and community! President Houser reports that a new Fire Chief has recently been appointed and the Local/Admin are getting along great!

Peru Local 383 President Nathan Hunt reports for the 5th year in a row, the Local purchased \$5,000 worth of Christmas gifts for local families in need around their community. Local 383 is hopeful to officially begin first time contract negotiations very soon and have 2 upcoming retirements with 2 replacement hires already lined up. Great work from Brother Hunt and the Local 383 membership.

Richmond Local 1408 elected Brother Kyle Vickers to Local President recently, along with several other newly elected Officers, Local 1408 held their annual awards ceremony late last year with Brother Jeremy Blake taking home Firefighter of the year. Richmond Fire had 4 Firefighters complete their probationary year recently. Brother Chris Garrett battled a very severe case of COVID-19, but President Vickers is happy to report that he is on the road to recovery and eager to return to full duty.

Wrapping up with my home Local in Anderson, we spent the final weeks of 2021 in negotiations with the City and thankfully ratified a 4-year agreement that includes a 14% base pay increase over 4 years, a \$1,500 bump in longevity, fitness incentives, and probably what we are most proud of, our 2.25 percent EMT technical pay is now included on our certified salary making our pension base increase for 2022 6.25 percent. Again, I'd like to thank the Brothers and Sisters of Local 1262 for their support, I obviously could not do this without you, and I cannot thank you enough.

To the Brothers and Sisters of the 2nd District, thank you, it has been an honor serving as your District Vice President and getting to know and work with you over the last couple of years. I am so looking forward to what lies ahead and hope to see all of you at the upcoming PFFUI and IAFF events. I'd like to say a special thank you to all three Principal Officers for everything you do for all of us. Your work ethics are

second to none and I am confident in saying we have the best State Association in the business.

In Solidarity,

Cody L.

**3rd District Vice-President**  
~~~~~  
Mark Mastison

Brothers and Sisters of the PFFUI,

Greetings once again from the 3rd District. I hope you all are doing well. We have all heard the phrase "the more things change, the more things stay the same." Nothing could be truer, with this ongoing pandemic that has tested us all. Everyone knows somebody that has had it or has had it themselves. We do what we can to protect ourselves and those around us. Take care of yourselves and make sure you fill out any needed affidavits if you do catch it so you can protect your families.

On Dec 10th, a deadly tornado swept thru parts of Western Kentucky severely damaging cities and towns in the area. Mayfield and Dawson Springs were devastated, while others areas also had major damage. It is amazing how much damage a storm of this nature can do: What also amazes me is how quickly several of the 3rd District locals were in organizing supply drives for the areas and toy drives for the children. Scott Township Local #4915 worked with local business to get several trailers of supplies delivered in the early morning hours of the 11th. Locals #1634 out of Princeton and #4850 out of Boonville were organizing toy drives to make sure that children in the affected areas didn't go without on Christmas. President's Buchta of Scott Township, Sander of Princeton and Dohrn of Boonville should be very proud of themselves, their members and the community partners in their areas who did what they could to help.

I would also like to thank my home local, Evansville #357. President Zuber and his executive board did an amazing job of working with businesses in the area to get toys to affected children. We partnered with Swirca and More to be used as a drop off site, and the Firefighters Federal Credit union for cash donations. I would especially like to thank a local business called Tools for Teaching. This business went above and beyond to assist with this project. Julie Burczyk not only gave discounts for anything bought at her

store, they wrapped any and all gifts brought to the store. They were simply amazing, giving good reason to shop local.

Locals in the 3rd District have been staying busy working on contracts and continually working to better the health and safety and working conditions of our members. Local #4850 out of Boonville has done an outstanding job of working with Chief Byers and Mayor Wyatt to increase manpower, purchase new apparatus and equipment and are in the process of remodeling one station and adding another. They are a great example of what can be accomplished when management and labor work together to achieve a common goal. Local #357 out of Evansville signed a 3-year contract which increases their pension base without affecting benefits. Other locals are working to protect what they have. Bloomington Local #586 suffered water damage in their administrative offices last year, and are working to make things better for their members.

The PFFUI is looking forward to hosting many events in 2022. Our Legislative seminar will be held in late February and our State convention will be in Indianapolis June 1-3. The IAFF convention will be hosted by Ottawa Local #162 in August. We are not sure at this time what the covid protocols will be, but will keep you updated as the information comes in. As always, it is an honor and privilege to serve as your 3rd District Vice President. I always enjoy hearing from our members, and look forward to seeing you at future events.

Until then, stay safe.

Mark Mastison

4th District Vice-President ~~~~~ **Hank Harris**

Brothers and Sisters,

I hope you and your family are well. I want to thank everyone who came out to remember our fallen at the Reading of the Names Ceremony back in October. We had a great turn out, even with it raining the whole time. It is important regardless of the weather that we take the time to remember those who are no longer with us. I also want to thank the Emerald Society and everyone who helped set up and tear down. We were set up way before the event

and it seemed like everything was torn down and put up in 15 minutes.

Speaking of the Emerald Society, I would like to invite everyone out for our Annual St. Patrick's Day event hosted by the Indianapolis Emerald Society on Thursday March 17th. This is one of their biggest fundraising events that allow them to give scholarships to underserved students as well as help firefighters going through hard times.

As many of you know, the Local 416 Union Hall has leased out our third floor to Pro Team and they are now open. They are already seeing many of our member for their injuries. This is a state-of-the-art treatment facility to treat musculoskeletal injuries with top-of-the-line equipment and clinicians. If you haven't had a chance to check it out, I encourage you to come by and take a look.

All Beech Grove firefighters received a Christmas present this past Christmas. As of Christmas Day 2021 they all became members of IFD. Both departments worked together to be ready by the December 25th official start date. I want to thank the IFD's HR and Pension Offices who been met with members from Beech Grove as has the EMS and Operations divisions. We also had an exchange program where members from each department switch positions and ride out at the other department. This process has been greatly beneficial with the mergers.

We are still working with the city as they form MESA, the new agency responsible for our dispatch, EMA and Public Safety Communications (PSC). This took effect on January 1 of 2022. All previously IFD telecommunicators are no longer members of Local 416. The employees of the new agency, including the past IFD telecommunicators, will need to vote a new bargaining unit for the new agency through the DOL process. We will be working with the city and the Department of Labor on this process. As the Local, we are hopeful we will be that new bargaining unit. When there is a decision on the new bargaining unit, those members will then be able to negotiate a new contract with the new city agency. Even though we are working through this process, we were able to get all telecommunicators and probationary telecommunicators a 10% raise. While this did not go to all of our members, we are still working with the city on getting something for the rest of our previous members.

We continue to move forward with our process to start our own insurance. We have hired an attorney to begin rewriting our current Medicare trust to give us the ability to offer insurance to both active and retired members. We have also been in contact with several providers and are working to get some preliminary numbers to get some ideas of what our plan could look like. As we continue to move forward our next steps will be to send an official Request For

Proposal (RFP) out and select a vendor. The current Trust board will also look at expanding. To start, this will only be for IFD as they have language in their contract allowing this, but our hope is to then be able to offer/ expand it to all departments within the Local.

We are currently planning for several contracts. For the first time ever, we will be able to negotiate for pay and benefits for our EMTs and Medics with IEMS. We have previously been unable to do this per an ordinance by their Board. We look forward to finally be able to bargain for these for our EMTs and Paramedics for IEMS. Even though we were able to get them a 15% raise, we will be negotiating for an increase in salary. Another big topic we will be negotiating for is to get them back in civilian PERF which they are no longer part of. While we just wrapped up the contract for the Airport, we have begun planning to get them in the 77 Fund as part of their next Contract negotiations. Everyone always asks, "When do you start planning for the next contract?" and the answer always is "As soon as you get done with the last one!".

As always, please remember to take time to remember those we have lost and cherish the time you have with your family. As always be safe and take care of each other.

Fraternally,

Hank

5th District Vice-President
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**Tony Murray**

5th District Members,

Happy New Year. It is my hope that this issue finds all of our members and readers well and looking forward to a quick winter. Thanks to the many locals in the 5th District that were able to send leadership to the District meeting held in November and to Boone County Local 5195 and Whitestown Fire Department for hosting the meeting. We had a productive meeting, discussing issues our Locals were working toward in 2021, an organizational finance report from PFFUI Secretary-Treasurer Pinkham, a report and Q&A with IAFF DVP Mark Sanders, a preview of our organization's legislative agenda from PFFUI VP Whited and a report on the state of the union from PFFUI President Tom Hanify. The year concluded with the PFFUI Executive Board meeting in Indianapolis to chart the course for the new year.

We are off to a fast-paced session of the General Assembly, with many bills filed for consideration

The PFFUI is monitoring every bill that affects our members. Be sure to review VP Whited's report and monitor PFFUI social platforms for real-time updates on proceedings of this session. The session is short without the biennial state budget and is anticipated to sine die by early March.

At the time of this writing, the PFFUI Board is preparing to host the annual Legislative Conference where leaders hear directly from state law makers, receive an update on the current session, report on the status of bills that are of particular interest and are given an opportunity to meet with their district legislators. In addition to this one day conference, we are offering a half day educational seminar for local union officers to review valuable information that will help them achieve success for their membership. Both of these events are subsidized by PFFUI to allow every local large and small the opportunity to attend at minimal cost to the local.

Your local should be planning to attend the PFFUI Convention held in Indianapolis this year, June 1-3. Secretary-Treasurer Pinkham has sent notice of the convention to all locals and the process by which locals can submit resolutions for consideration. This is an important function for our organization and your local should give due consideration to what action(s) from the PFFUI may be needed to assist your Brothers and Sisters at home. The Executive Board often submits carefully considered resolutions to help enhance the operational functions of the PFFUI but encourages locals to participate in steering the organization by introducing ideas and initiatives for consideration at the annual convention. Please reach out if there is an item that your local would like to propose in resolution form and we can help you with that process. This even year convention is an election year for all officer positions and regional trustees. Make sure your local is represented.

Although not an election year convention, the IAFF is planning to host the biennial convention at the selected site in Ottawa, Ontario, Canada this August. It is equally important that locals are represented by either in person delegates or by sending proxy delegates carried by another local. Just as in the previously mentioned resolution process for the PFFUI, the same process exists to chart the course for the IAFF by delegates present at convention to vet and vote. PFFUI DVPs will be in touch with all locals in Indiana as we prepare for the 2022 IAFF Convention.

Our locals in the 5th are busy with members running



calls, training, and working with decision makers to ensure our members are fairly compensated and benefited for the important work they do in their communities and departments. We are navigating a number of issues brought about by the start of the third year of a pandemic. There are federal funds available to departments to subsidize costs associated with responding to the COVID-19 pandemic. It is important that our locals are engaged with management to seek proper reimbursement for the associated costs that strain local budgets. Please let us know if we can provide your local direction on how to apply for this assistance.

We are observing increased challenges to staffing, not the least of which is a widespread decrease in applicants. This issue is not unique to Indiana but is a new reality that we are perhaps experiencing to this extent for the first time in modern times of fire and EMS. Many locals will attest that this cannot be a management problem alone but will take everyone getting involved. No matter the reason for recruitment difficulty, the vacancies created are taking a toll on our members who are working many additional shifts just to maintain a basic service. This issue is a priority for an assessment of resources across the broad spectrum of leaders in labor, management and administrative levels. It is clear that we must get involved to develop a plan to address this issue. Recently I met with several fire service leaders across the country, including the new U.S. Fire Administrator, Dr. Lori Moore, and it is clear this is not a regional problem but is occurring across the country.

We are proud of our great members and your commitment to the work we do. It doesn't matter where your firehouse is located, we show up every morning to deliver the best service we can to our communities. We often try to relate examples to lawmakers, chiefs and policy makers so they understand that despite the challenges our members face, they report to work and use their training and abilities to perform a job that not everyone can do or wants to do, each one making a difference no matter the call. Know that your work matters and our members have been and continue to be the frontline. Stay well, stay united and look out for each other as we get into 2022.

Fraternally,

Tony Murray

## 6th District Vice-President ~~~~~ Joe Hurt

Greetings from the "Sturdy" 6th District,

I hope that each of you are healthy and well, along with your families. As we roll into 2022, I am excited to hopefully start renormalizing our lives and getting back to seeing all of you more often.

I have been working with IAFF Local 4823 President Logan Debord and his team to reintegrate their Local back into the PFFUI. Columbus Township Local 4823 has been out of the PFFUI for several years and are excited to get back in and get involved. President Debord represents the eight IAFF members in his Local and I was privileged to meet with all their members recently. This Local has developed great goals. Working with the PFFUI leadership, we hope to work with their decision makers and assist in getting them in the 1977 Police and Fire Fund.

President Bailey in Columbus reports that he was just elected to another term as president. The election resulted in two new members on their Executive Board, Cory Hampton and Travis Quillen. Bailey is excited to get the new board members up to speed and work with the administration to revamp their promotional process. Bailey reports that the Chief reached out and requested a Union seat at the table for the promotional changes. Bailey is happy that the administration wants to work together with the union to better their department and is looking forward to continuing to strengthen this labor/management communication. Congratulations to President Bailey, Cory and Travis on your recent elections.

In Seymour, President McKinney says that they are happy to have received a 3% raise this year and are hopeful that with their good relationships and dialog, 2022 will yield some other good progress with a focus on the longevity adjustment option that the PFFUI recently secured into law. Kaleb also reports that they recently obtained a new concession trailer, and this will be used to increase their charitable fundraising. Through fundraising last year, the Seymour Firefighters were able to allocate over \$13,000 to local charities including their Local's Scholarship, Hoosier Burn Camp, Supporting Heroes, the IAFF Foundation and Schneck Medical Center Foundation. Kaleb is always proud to report that all personnel of the Seymour

Firefighters are dues paying Union members. Keep up the good work!

New Albany reports that they are still trying to get through contract negotiations. The Local recently voted to go to arbitration over their inability to resolve some contractual issues with the City. President Fee says that despite the arbitration vote, the Executive Board is still actively working with the city to reach an agreement for a CBA in 2022.

New Albany recently hired nine new firefighters that once through INPRS should be starting in the next few weeks.

President Ben Fee decided that after over a decade as an E. Board officer and eight years as the Local President, it was time for him to step down. Brother Fee has been an active PFFUI and IAFF member and still plans on staying that way. Under Fee's leadership, the Local has benefitted from his commitment to CBA rights and very fair compensation and benefits. Ben, good luck in your next chapter and thank you for your strong union leadership.

Clarksville's President Daniel Moody reports that the department is growing. Clarksville added several members over the last couple years and it seems as if they will be hiring more this year as well. President Moody is excited about the direction that the Town of Clarksville is headed and his Local is getting stronger by the day. The membership, like all of us, are doing their best to stay healthy during the pandemic and looks forward to hopefully moving out of this trying time this year.

My home Local of Jeffersonville has enjoyed a 3% raise this year and a longevity adjustment to increase our pension base 10%. Our CBA is good through 2024 and we worked hard to secure 3% raises for the next two years as well as an increase in our 457 matching plan.

After nearly a decade as an Officer of the Local 558, I decided last year to not seek reelection as the Local President. I have been honored to serve as an E. Board member and Local President and I am proud that we now have a well-funded PAC that is very involved in local and state politics. Utilizing our politics and relationships, we have been able to secure several great CBAs and add benefits to our membership including raises, bettering our retirement with 457 matching, and keeping retiree healthcare. We have increased our local's monies substantially and have made great

improvements to our Union Hall. The Jeffersonville Firefighters have also stepped up our PFFUI PAC contributions and will continue to move that needle, something I ask all Locals to do. Please review GST Pinkham's financial report if you have not and see where your Local stands regarding state PAC contributions. Those political dollars are priceless and benefit every member reading this newsletter. If you or your Local are not contributing, please consider it. PFFUI PAC dollars keep our pension safe, and our benefits increasing and secure.

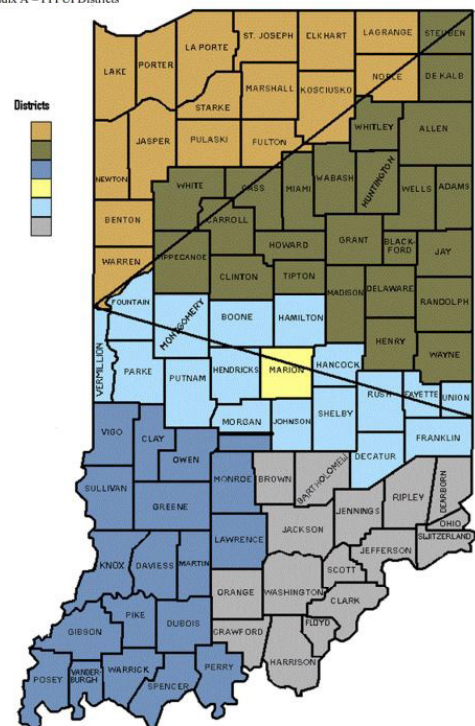
Local 558 held an election at the end of the year and effective 01/01/2021 welcomed our new Local President Brandon Hopf and new E. Board member Rusty Hall. Congratulations to both of you on your recent elections and I look forward to working with you for the transition phase and staying an active member of our Local.

I intend to continue to represent the awesome 6th District and I look forward to a little extra time to better focus on the issues of all the Locals in our district and the PFFUI. I am proud to serve this PFFUI as an Executive Board member and if any of you ever need anything from me, do not hesitate to ask. I wish all of you a healthy and happy New Year and look forward to seeing you soon!

In Solidarity

Joe Hurt

Appendix A – PFFUI Districts

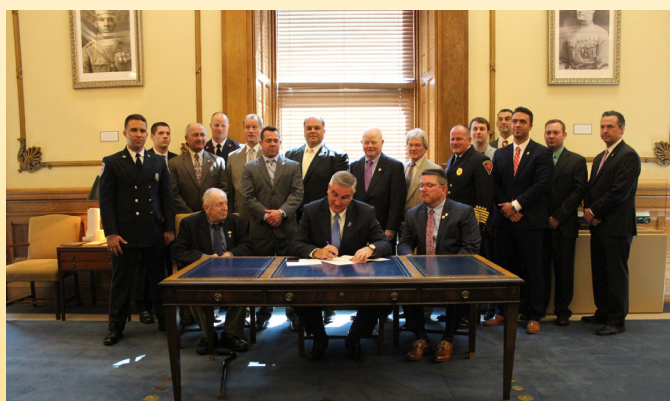






# Indiana Professional Firefighters PAC

*Supporting those who support us*



## The Indiana Professional Firefighters Political Action Committee desperately needs your support.

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

Elected state officials have the ultimate say on statutes governing virtually every aspect of our careers, particularly our disability and retirement benefits. The state officials we lobby cross all party lines and we are bipartisan in our support of elected lawmakers who support professional firefighters and municipal EMS professionals.

These individuals control your disability, retirement, and survivor benefits, and 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 or Municipal EMS Professional.

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

## Indiana Firefighters PAC Contribution Form

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Local \_\_\_\_\_ ☐ Active ☐ Retired

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

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

### MAIL TO:

Indiana Firefighters PAC  
P.O. Box 15735  
Ft. Wayne, Indiana 46885-5735

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

# *Is Alcohol Abuse A Problem? There Is Help!*

*If you having a problem with alchohol abuse, you are not alone and there is help.  
This job is stressful.*

*There is no shame in asking for help -  
in fact, it shows great strength to recognize when you need it.*

*Brother Kraeszig is a wonderful resource.*

*Please reach out if you need help or would like to talk about starting your own meetings.*

Brothers and Sisters,

My name is Joe Kraeszig. In 2018 Doug Abernathy and I approached the Local 416 Union Executive Board and State Union Leadership with the idea of starting an AA Meeting for First Responders at the Local 416 Union Hall in Indianapolis. Doug is currently a BC in Peer Support for IFD. This position never existed when I was still an active fireman. Doug had approached his superiors in the current administration about the need for such a meeting and was well received.

On October 3, 2018 at 6:30 PM the AA group "First Things First" held our first meeting. We still meet there every Wednesday night at 6:30 PM. The union has been more than gracious hosting our meeting and rarely schedule any other event on that night so as to give us the privacy we need. The meeting is open to all first responders so we welcome Fire, Police, and EMS. There are stressors unique to being in public safety and having other people who understand that can be a great benefit. I am proof positive we could have used a program like this years ago. We have had people come from as far away as Columbus, Anderson and Muncie. All have said it's about time something like this is created for first responders.

This is a real AA meeting. What does that mean? Well first and foremost we are there to help others who have or think they might have a problem with alcohol. There is no reporting by anyone at the meeting to "the office" or any administration official. This is AA. This program has survived this long, since 1935, because of anonymity. We are there to help anyone who shows up and we have many success stories. You can have one too.

If you are curious or think we might be able to answer some of the questions you have please stop by on Wednesday nights and see what we are all about. We are self supporting and pass the basket for donations, usually a dollar or two to cover small donations to the hall or the museum for the coffee and small amount of supplies we do use.

Some of you may be too far from Indianapolis for attending our meeting to be practical. I'd like to urge those other Locals to look into starting their own meetings, or if your department is small to consider reaching out to surrounding Locals to collaborate.

I have used BC Abernathys' full name with his approval. Most of the people I know in AA, I only know their first name. Doug and I are both success stories. If you or a loved one thinks you might have a problem with alcohol we can help. Feel free to call either of us.

Thanks for your service. Please stay safe.

Joe Kraeszig 727-772-3028  
Doug Abernathy 317-716-0649



# INDIANA STATE EXECUTIVE BOARD

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Vice-President Emeritus: Chuck Sosbe  
Secretary-Treasurer Emeritus: Richard O.  
zKissel



Logansport Mayor Chris Martin  
welcoming the PFFUI 2nd District  
to their City for our  
Fall District meeting



Richmond Local 1408  
Brother Jeremy Blake  
receiving  
Firefighter of the Year



Middlebury 4843 Contract Signing



**We're working  
for you...**

## **Duty \* Honor \* Sacrifice**

### **Save the Dates in 2022**

Feb 21-22, 2022 \* PFFUI Seminar  
Legislative Conference  
Indianapolis, IN

Mar 6-9, 2022 \* IAFF LEGCON  
Washington, DC

Jun 1-3, 2022 \* PFFUI Convention  
Indianapolis, IN

Aug 8-12, 2022 \* IAFF Convention  
Ottawa, Canada

Sep 17, 2022 \* IAFF Memorial  
Colorado Springs, CO

Sep 29, 2022 \* PFFUI Seminar - Memorial  
Indianapolis, IN



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