

SPRING 2024

Professional
Firefighters
Union of
Indiana



INDIANA FIRE FIGHTER

Representing Indiana's Professional Fire Fighters, Paramedics, EMT's, and 911 Telecommunicators



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Portage Firefighters Local 3151 members rescued a man who had been trapped in his vehicle for six days after he was found by two fishermen. The patient was driving westbound on I-94 when his vehicle left the roadway and went down an embankment. When Portage Fire Department members arrived on the scene, they administered advanced life support interventions and began to extricate the patient from his vehicle. The extrication took 83 minutes. The patient was transported by air ambulance to a regional hospital. The patient is out of the hospital and has met with the Local 3151 members who saved his life.

Cover Picture: Portage Firefighters Rescue





President Anthony Murray

PFFUI members are not just doing great work, they are making a significant impact across our state. Over the first quarter of 2024, many of our local

affiliates have been recognized in the media, local and national, for their outstanding work daily in the communities they serve. From life-saving rescues to out-of-hospital trauma treatment, our members have been recognized for their extraordinary work at department banquets this spring. I am fortunate to attend many of these events and I am always filled with pride for the work our Sisters and Brothers do regularly to make a big difference in the lives of Hoosiers. It remains my privilege to work on behalf of all of you.

The PFFUI is not just growing, it's thriving through our organizing efforts in all parts of the state. We welcomed Warsaw Professional Fire Fighters Local 5461 to the IAFF and PFFUI as they work to expand their involvement and progress as career fire fighters. We also presented a new IAFF charter to the recently reorganized Baugo Professional Fire Fighters Local 5455. We have three departments that we are in the field working alongside to hold organizing votes, and we look forward to welcoming additional members into the PFFUI through their new charters with the IAFF. This growth is a testament to our collective strength and the bright future that lies ahead.

We advance our profession by investing in the education and training of our local affiliate leadership. Already this year, hundreds of union officers and local leaders have participated in training offered by the PFFUI. The IAFF Partnership Education Program (PEP) and Thomas H. Miller Legislative Conference were held in February. In March, the PFFUI hosted the IAFF State Political Training Academy and PFFUI Communications Training Academy. In April, the first New Officer Conference was held with specific tracks designed to help new local presidents and secretary-treasurers get on their feet by learning important basic skills and resources as they begin to lead their locals. Through these educational series, all of the instructors, many from other locals across the country, always compliment the local leaders that attend for their engagement, knowledge base and commitment to their local unions. I am very proud of what our members and local leaders bring to the table and, through a strategic and educated approach, achieve advances for their members.

Speaking of training and education, as is tradition each April, Indianapolis welcomed thousands to the state for

FDIC. It never ceases to amaze me that our state hosts this impactful gathering of world-class instructors and training opportunities for fire, rescue, and EMS professionals. It is always a great week that brings together people from across the globe who share an aligned belief in our profession. As always, Indianapolis Local 416 showed their hospitality by opening the hall to thousands for food, brews, pipes, drums and comradery on Friday to close the week. I hope many of you had an opportunity to take part in some aspect of training at this FDIC.

The 2024 session of the Indiana General Assembly ended on March 8th. PFFUI began the session with a full agenda for our legislative priorities on behalf of our over 8,500 members. I am pleased to report that we not only executed our priorities, but we did so successfully in the short session. I encourage you to review Vice President Mike Whited's full legislative report in this issue. We are already building the 2025 legislative priorities we seek to pursue, which include assembling studies and fiscal impact reports on topics related to the retirement and disability system that are so important to our members and retirees. We will be working throughout the summer with our partners at the state FOP, legislators, and stakeholders to bring a package to the Pension Management Oversight Committee (PMOC) for vetting as we look to strengthen retirement security for our members further. We will continue to work to make better lives for our members and their families.

We continue to represent our members through participation in meetings that impact our careers. Often, I am asked what a day looks like for the PFFUI president. Portions of my days are spent engaged with decision-makers on the state level during the General Assembly as we advocate for bill passage or defeat, with legislators in one-on-one meetings outside of the session during visits in their districts and with candidates that seek to be the next members to Indiana's legislature. I also represent our members through participation with the Indiana Fire Alliance, Board of Firefighting Personnel Standards and Education, Trauma Care Committee, and Indiana EMS 2025 - A Vision for the Future. We also have a dialogue with state agencies and their directors in the Department of Homeland Security, Fire Marshal, Training Academy, Emergency Medical Services, Department of Health and law enforcement. We routinely participate with many other stakeholder groups to stay aware of relevant issues. Discussions with these groups and individuals offer an opportunity to share a perspective from the membership of the PFFUI. They are extremely important in all aspects of public safety delivery in our state. We must have a seat at all of these tables to provide important input affecting our members.

The 48th Convention of the Professional Fire Fighters Union of Indiana will bring together local union affiliate delegates, alternates, and guests May 22-24. We look forward to gathering in Hamilton County to conduct business, including electing principal officers and DVPs, who comprise the PFFUI Executive Board and four regional trustees. We plan for many of our 89 locals to be represented in person or by sending delegates by proxy. Resolutions will be presented, discussed, and acted on, which will help chart the path for the PFFUI in the coming years. Several invited guests will take the podium to update our leadership on important information and issues affecting our union. We look forward to the hospitality and networking events in store thanks to Hamilton County Local 4416 and Carmel Local 4444.

The Primary election will be held May 7th with early voting underway now. After a vetting process, our Political Action Committee has endorsed in 27 House or Senate races.

Members will be notified by mail to ensure they are aware of which members of the General Assembly or candidates seeking election have supported our issues and earned our support in the upcoming Primary. Readers can review the list of endorsements in this issue. Thank you for considering casting your vote for those who support our basket of professional issues.

In closing, please make sure you are up to date on information from the PFFUI. Please ensure your local has your current mailing address on file to receive this newsletter. Members can tune into The PFFUI Podcast monthly and follow us on social media for quick updates on events and real-time legislative action during the session. PFFUI.com is soon to be revamped for a better look and easier access to information.

Be well and take good care of yourself and each other.



Capitol Hill - Washington DC IAFF Legislative Conference



PFFUI members on Capitol Hill at the IAFF Legislative Conference in Washington, D.C.



PFFUI members meeting with U.S. Senator Mike Braun on Capitol Hill



Members meeting with IN-2 Congressman Yakym on Capitol Hill



U.S. Senator Todd Young meeting with PFFUI members in Washington, D.C., during the IAFF Legislative Conference.



Vice-President Mike Whited

Brothers and Sisters,

At risk of sounding like a broken record, once again I am pleased to report that the PFFUI had another successful Legislative

session this year. The 2024 General Assembly was a short session, meaning this is a non-budget year. On top of being a short session it started a week later than normal and ended a week sooner. Despite this compacted time frame, we accomplished some major victories.

President Murray and myself were at the Statehouse everyday they were in session watching, testifying in committee, meeting with Legislators or just keeping a watchful eye on the process. It is extremely important to have a presence at the Statehouse daily not only to watch what's going on, but to be there when a Legislator has questions about any legislation that pertains to our agenda.

Bills that passed this session:

HB1004/SB256

This is the DROP extension bill, the same version passed in a House bill and a Senate bill. This bill extends the DROP from a maximum of 36 months to a maximum of 60 months. It does not change anything else in law that pertains to the DROP. If you are currently in the DROP and your DROP date is July 1st 2024 and after, you can extend your DROP up to a maximum of 60 months. If you haven't entered the DROP yet, then after July 1st 2024 you can enter the DROP for a minimum of 12 months and a maximum of 60 months. Anyone entering the DROP after July 1st 2024 or extending their DROP must notify their employer within 30 days that they have entered the DROP. For more detailed information and FAQ we have this posted on the PFFUI web page.

HB1027

Fire Department work schedule. This allows a fire department to deviate the work schedule that is in State law ONLY if the fire department (administration) and the majority of the firefighters agree to do so. Nothing is forced on either side. The PFFUI is not telling fire departments what schedule they should be working, only preserving what's in State law. This does not change or effect overtime or trading of time, that is still covered by FLSA federal laws.

HB1021

Green alert for missing veterans. This bill creates a green alert similar to silver or amber alerts. If you are dispatched

on a green alert, it will be for a missing at-risk veteran. According to the experts that testified in committee, these missing veterans will likely be having a mental health event. Also, these green alert veterans you could be looking may be more likely armed with a firearm, so use extreme caution when encountering these veterans in need.

HB1142

Hoosier First Responder Medal of Honor. This will establish a medal of honor given by the Governor to a Police Officer, Firefighter or EMS personal that after July 1st 2024 is killed or critically injured in the line of duty.

HB1302

This bill is about collecting data. No later than July 15th 2024, the County Executive shall report to DHS certain information relating to each EMS provider in the County. We know we have certain parts of Indiana that have little to no EMS protection, so we wanted to look at the data and possibly have legislation in 2025 to help with the lack of EMS protection.

HB1385

This bill does two things. First, it establishes the community cares initiative grant pilot program for the purpose of assisting in the costs of starting or expanding mobile integrated health care programs and mobile crisis teams in Indiana. Second, it requires a health plan operator to provide payment at the EMS rate set by ordinance or at the rate of 400% of Medicare rate.

SB33

This bill deals with distributions of the public safety LIT money. Now, if a fire district, township fire department or fire territory wants their share they have to apply to the county executive. It requires the county adopting body to review submitted applications at a public hearing.

These are a few of the bills that passed this session that we had a part in helping them get across the finish line. I didn't report on the 50 or 60 other bills that we were tracking that didn't make it either because we helped defeat the bad ones or it just wasn't the right time for them to pass.

In closing, it was the spring issue of 2004 that I wrote my very first PFFUI newsletter article as a new 2nd District Vice President and I have written many articles over the last 20 years. It is only fitting that the spring issue of 2024 will be my last. This is by far the toughest one I have ever written. Not because I am having trouble finding topics to write about, but reality is setting in that the end is near. Over the past two decades I have met many unique and interesting firefighters from all around the State. I have made friends with a lot of you that I will cherish for the rest of my life.

Over the past 15 sessions of the Indiana General Assembly, you have allowed me to work the halls for all of you, helping craft Indiana laws that will benefit firefighters for generations to come. For that I am truly grateful.

I have also gotten to work beside many great leaders on this executive board both past and present. Our convention in

May will be a bitter sweet time for me. It is time for someone new to work the halls on behalf of all of us, but I must admit I am going to miss doing this work you have generously allowed me to do for over 20 years. Thank you for trusting me to do my best to improve the lives and wellbeing of all our Brothers and Sisters.



Secretary-Treasurer Michael Pinkham

Brothers and Sisters,

Where does the time go? The first quarter of the year is now behind us and much has been accomplished by your PFFUI representatives. Our officers and leaders from local affiliates around the state have represented your interests in Indianapolis at the General Assembly and in Washington DC on Capitol Hill. Representatives have heightened their abilities to better serve you in attending leadership and educational conferences sponsored by the PFFUI and the IAFF. The pace will not diminish as the year continues with state and federal elections looming at the ballot box, ongoing negotiations in many municipalities, and with numerous seminars, conferences, and conventions scheduled in the months ahead.

Our 48th annual convention will be at Forum Events Center in Fishers May 22nd – 24th. I hope your Local will be represented to participate and gather insight into our achievements and services and assist in the governance of our organization via the resolution process. The convention notices and registration materials have been emailed to Local Affiliates.

I'm pleased to report again that our finances are in order and our foundation is solid. Our state association per capita dues are currently \$4.95 per active member per month and \$2.47 per retired-active member per month. Our membership presently stands at 89 Locals representing over 7,200 active members and 1,300 retired-active members.

The Regional Trustees completed the IAFF's constitutionally required annual financial review earlier this year and it has been forwarded to the IAFF GST's office. All of our required federal, state, and local report filing requirements are currently met and our accountant is preparing the filing

of our federal Form-990 NFP tax returns for both the Union and the PAC organizations.

As a reminder, all Local Affiliates are required to file a Form-990 federal income tax return annually, usually by the 15th day of May. Failure to meet this required filing can jeopardize your Local's not-for-profit status. Check with your Local Treasurer to ensure compliance with financial reviews and tax filings for your Local.

As our legislative team has reported, we experienced another successful year in the Indiana General Assembly advocating for 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](https://www.paypal.com/INFFPAC)

Where does the time go? As I stated one year ago, I am not seeking re-election at this year's convention. It has been a lengthy and rewarding journey serving as your Secretary-Treasurer since January 1998. I've had the great experience and pleasure of working with many, many different individuals serving over the years in their roles with the PFFUI, Local Affiliates, and around the IAFF. It has been an honor and a distinct privilege serving this organization as your Secretary-Treasurer.

I will continue to serve the remainder of my term to the best of my abilities and I will assist with the transition to my elected successor to ensure the stability, efficiency, and transparency of the administrative and financial operations of our organization continues.



INDIANA PROFESSIONAL FIRE FIGHTERS PAC



The successes we achieve in the Indiana General Assembly to protect and enhance our pensions and other priorities for our members can only be realized with a strong PAC fund. Thank you for your investment in PAC to help us support those who support us.



PAC REWARDS BY MEMBERSHIP LEVEL

MEMBERSHIP LEVEL
\$52 ANNUALLY

Indiana FIREPAC T-SHIRT

LEADERSHIP LEVEL
\$104 ANNUALLY

Indiana FIREPAC GOLF SHIRT

CAPITOL CLUB
\$208 ANNUALLY

Indiana FIREPAC PULLOVER

PRESIDENT'S CLUB
\$312 ANNUALLY

Indiana FIREPAC TUMBLER
FIREPAC PIN
ONE CHOICE FROM LOWER
MEMBERSHIP LEVEL

CHAIRMAN'S CLUB
\$390 ANNUALLY

INDIANA FIREPAC FULL-ZIP JACKET
FIREPAC PIN

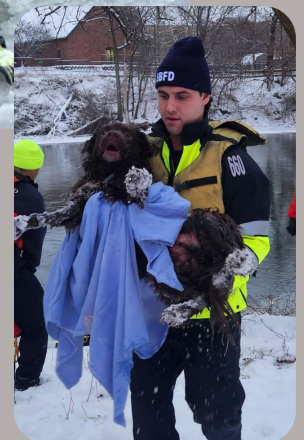
THESE CONTRIBUTIONS ARE NOT DEDUCTIBLE FOR INCOME TAX PURPOSES. LET US KNOW WE CAN COUNT ON YOUR SUPPORT.

Proudly Serving Our Communities



ELKHART
RESCUE

SOUTH
BEND DOG
RESCUE



IFD RESCUE



NEW ALBANY
RESCUE



THOMAS H. MILLER LEGISLATIVE CONFERENCE



TONY MURRAY
Welcomes Attendees to the Conference



Keith A Karlson, Attorney



IAFF Partnership Education Program

2024 PFFUI Communication Training Academy



2024 IAFF State Political Training Academy



IAFF Peer Support Training in PFFUI 1st & 6th District



District News



Jon Parkhouse

1st District Vice-President

I hope this article finds all of you well as we are in full swing in the new year. The weather has been a rollercoaster these past few weeks, with that classic first Indiana spring followed by a second winter. I hope all newly elected officers are settling into their roles with-

in the organizations. I would love to come to any events you may have this upcoming year.

The PFFUI has been busy with several educational events this year, with the 1st District well represented at all of them. President Murray finds value in these programs and has increased their frequency and scope. In addition to the IAFF PEP/Legislative Conference, the PFFUI has brought back the political training academy and added a state communications academy. I was able to attend and the scope of what they covered and how it plays into today's technology is eye-opening.

The PFFUI has also introduced a new officer training to help prepare members for president and secretary/treasurer positions. These were both highly successful and well attended so I am sure these will repeat in the future. These events use IAFF resources, but are streamlined and tailored to fit into our state/local needs and at a fraction of the cost. Local and state issues are where we truly make a difference in our members' lives.

Organizing continues to be steady in the 1st District with two more departments coming on board by the time of this publication. Cleveland Township, located NW of Elkhart, and Merrillville Fire Department in Lake County have both organized and are hitting the ground running with the multitude of resources at their disposal from the IAFF and PFFUI. I want to tell you that both organizations came on board due to members within their departments who came from a professional organization or knew fellow brothers and sisters from an outside department. From the 2023 Convention to our upcoming convention this May, the 1st District has added five new locals. This is amazing, but there is always more work to be done: If anyone works in a place that could be organized and you feel it is worth an effort, leave a copy of this newsletter lying around and have honest conversations about the benefits of being a professional organization. Any principal officer in a local knows the time and effort to keep the lights on daily and starting a new local is no different.

Following are any highs/lowes locals reported back to me that they wanted to be shared:

- Plymouth as a new local is doing well. The city continues discussing a new station and additional personnel in 2025.
- Mishawaka is in negotiations and a new station in the future as well.
- St John is working on some issues from a Chief swap who is now considered "part-time" and is a full-time police officer in the same town. President Pukoszek has had to correct some pay and vacation issues/misunderstandings with the new town council in place.
- Michigan City has an issue with one of its merit commissioners in the fact they are getting into the personal lives of members with background checks and other deep-diving information that is not required for promotions and keeping the system fair.
- Syracuse reports that after a lengthy two-year process they adopted their first contract that went into effect at the start of this year. Congratulations to you and your members on this great accomplishment!
- Elkhart continues to face challenges with a difficult city making their negotiations a trying process. They are operating under Evergreen for this year and hope something can be resolved. President Gour is positive about a recent Chief change and looks forward to working together with this new administration.
- East Chicago continues to be past the worst of the storm but is waiting for the dust to settle from their class action lawsuit filed. President Mata says they are still down about 20 firefighters, one station, and an engine.
- Clay President Hall reports a new Fire Chief in February, and the members are excited to develop a good relationship moving forward.
- Warsaw, another one of our newer locals, has a new Mayor who came in the last election cycle and appears to favor unions in general. The members are looking forward to the upcoming year and building that relationship. On the local front, they continue to get their name out through sponsorships in the community.
- Chesterton held a large easter egg hunt with over 6000 eggs, which is bound to be good PR for the community. The local also added three members to the IAFF-supported peer support program.
- Portage, in conjunction with Chesterton, will be putting on a joint Fire Ops in late May at the MAAC in Valparaiso. They have recently begun to host a semi-annual retirement breakfast celebrat-

ing those of the past with the next one in late April when they expect upwards of a dozen retirees.

- Warren is on the verge of a signed first contract and looking to possibly start a fire territory for the year 2025.
- Gary, with their new administration, has been in constant talks for the betterment of all. President Benford also mentioned their annual Gary Fire Local 359 Gala which will be June 29th this year, look for more information to come.

I hope to see many of you at the convention this year. I want to thank our 1st Region Trustee Larry Tillman, who has taken over the helm in Gary as Fire Chief. He has brought a

wealth of knowledge to this PFFUI board, and I am sure we will see him around for years to come. It is an election year, and it has already been announced that long-time Vice-President Whited and Secretary/Treasurer Pinkham are not running again. Their longevity and experience in this organization will be greatly missed and countless local leaders over the years have used their expertise at one time or another, including myself. I want to thank each of them for all the texts, emails, and phone calls I bombarded them with over the years, and how they promptly responded to every question I had.

Thank you, Mike, and Mike, in no order.



Mishawaka Local 360 presented a contribution to the PAC at the Thomas H. Miller Legislative Conference



Newly sworn-in Gary Local 359 members



President Tony Murray presenting the IAFF affiliate charter to members of Baugo Professional Fire Fighters Local 5455



President Tony Murray, PFFUI 1st District VP Jon Parkhouse and PFFUI 1st Region Trustee Larry Tillman present Warsaw Professional Fire Fighters their IAFF affiliate



Cody Lever

2nd District Vice-President

Greetings, Brothers and Sisters.

Hopefully everyone made it through winter, as mild as it was, unscathed and we're all getting ready for a busy spring and summer! I'll start out by once again thanking each and every

sister and brother of the 2nd District for the opportunity to serve in this role the last four years. It has been an honor and pleasure working with all of you and I couldn't be prouder of the work we've done together or more grateful for all that you do day in and day out. Even though I will be serving the members of the PFFUI in a new position after convention, I am still just a phone call away so do not hesitate to reach out.

The 2nd District has been hard at work: We had representation at the IAFF Affiliate Leadership Training Summit held in Orlando back in January, a large delegation attended the PEP and Thomas H. Miller Legislative Conference in February, several were able to make it to Washington D.C. for the IAFF Alfred K. Whitehead Legislative Conference including PFFUI Scholarship recipient and Muncie Local 1348 President Jason Chafin, we had members in the Communications Training Academy and Political Training Academy in March and have a few newly elected Local Presidents and Secretary-Treasurers registered for the New Leadership Seminar in April. Needless to say, it has been a very busy, but very beneficial start to 2024 and we're only a quarter of the way through!

Congratulations to Brother Adam Matson, longtime Alexandria Local 1649 President, on being appointed Fire Chief earlier this year! Thank you for all you did for the members of 1649 for so many years. We wish you the best of luck and look forward to hearing from newly elected President Bryce Wilson and Treasurer Kyle Quick on how the Local and Admin are working together!

Marion Local 676's newly elected Mayor Ronnie Morrell Jr, whom they endorsed last election cycle, has begun the process of demolishing old Station 1 downtown in preparation for a new station to be built. The Mayor has also committed to increasing staffing. Local 676, with the leadership of PAC Chair Ryan Simpkins, also had a very successful City Council outcome on election night with each of their endorsed candidates coming out on top. Marion Fire is looking to fill two open positions and newly appointed Chief Curtis Garr is working on purchasing a new engine for Station 6 and possibly an articulating platform. Local 676 President John-

son is looking forward to upcoming negotiations with the city where they plan to address much needed increases in salary and longevity as well as a quartermaster system that includes PPE. Keep up the great work President Johnson and all your team. It has been a pleasure working with you.

Winchester Local 2458 did some incredible work in March when a confirmed F4 tornado touched down, severely damaging 47 structures including a nursing home and assisted living facility and leaving many people trapped and injured. Local 2458 was on scene within minutes, orchestrating search and rescue operations for several hours and thankfully no deaths were reported. President Van Note reported that "Thank You" does not begin to convey the appreciation Winchester Fire has for all the agencies who assisted in this tragedy. Earlier this year, Winchester Fire also had a rescue of two occupants from a trailer fire that received recognition from the State Fire Marshall. President Van Note reports that with the help of PFFUI leadership and legal counsel Keith Karlson, their longtime certified salary issue with the city has finally been resolved and corrected in the member's favor. Great work President Van Note and a heartfelt thank you to Keith for all that you do for the brothers and sisters of the PFFUI. Winchester Fire installed their first Safe Haven Baby Box recently and Local 2458 joined the PFFUI Affiliate PAC Coordination Program, increasing their Local PAC contributions and establishing a State PAC contribution for the first time! Thank you for all you and your team does, President Van Note!

In Anderson, we're gearing up for a recruit academy starting in April with six new hires scheduled to start and hoping to graduate by the 4th of July to help with summer overtime.



President Tony Murray visiting with Wabash Twp. Local 5461

The Fire Chiefs and Local 1262 Executive Board are working together on a SAFER Grant application for six firefighters, utilizing many resources available from the IAFF and PFFUI. Local 1262 leadership has had a presence at every PFFUI and IAFF event this year and looks to continue that trend as we embark on bringing younger members into the mix hoping to pass the torch along to a new generation of local leaders in the future. Talks continue with the city on what our EMS enhancement is going to look like after our Mayor committed to addressing the need head on. With that said, we just started seven members in paramedic school, hired a lateral medic recently and have a brother who just passed his national registry in late March. The continued dedication to EMS from the city and 1262 leadership appears to be paying off and we plan to double down on the progress as we transition into either an ALS squad system or a

4th ALS ambulance coupled with contract negotiations in 2025, we hope to make the Anderson Fire Department a top tier department for competitive compensation, benefits, and a desirable yet manageable workload of fires, EMS, and all other areas we respond to on a daily basis!

Wrapping up, thank you again to my home Local for your support as I transition out of District Vice President and into Political Director. For the rest of the 2nd District, keep up the outstanding work, I look forward to continuing our work together in the political arena. Stay safe, stay united, and pay into the PAC!



Mark Mastison

3rd District Vice-President

Brothers and Sisters of the PFFUI,

Greetings once again from the 3rd District. As the weather heats up, so does the work that our union leaders do in the great state of Indiana.

State Representatives and Senators are not allowed to fundraise during the legislative session. Therefore, after the session is over, fundraisers become a common occurrence for our lobbyists. They will travel the state building the relationships needed to pass the legislation we support and to stop or change any legislation that can hurt us. If you look at the work they have done in the last several sessions, you can see that they are doing a fantastic job and deserve the support of the State PAC. The more funds that are available for them to use, the more connections they can make. Building these relationships are crucial. When you look at the money that is spent by some of the special interest groups at the State House we can't always compete, but we have the best product that elected officials can support: You, our members.

Overall, things are going well in the 3rd district. Local leaders are doing what local leaders should be doing: They are working with elected officials and building relationships. Most are reporting that they are working on contracts and improving working conditions. If you have built that relationship with your elected officials, most of the time this can be a simple process. Make no mistake, building relationships with elected officials is not an easy. It takes time and money and effort, but this a valuable investment in our future. With elected officials, you have to meet them on their terms, fundraisers and events where they are try-

ing to get their message out to the future voters. The time you spend can pay big dividends when you are in the middle of negotiations. The PFFUI recently hosted a Political training academy and Communications training academy. President Murray and your elected board members are trying to provide the education and training needed to make things easier for the local leaders. We need to make sure that when the opportunity arises to attend these events, those who need the training are available to be there.

There seem to be some changes happening in the 3rd District. We have two locals that are splitting and becoming four locals. We would like to welcome Patoka Township Local 5487 and Ellettsville Local 5488 to the 3rd District. Patoka Township is a division from Princeton Local 1634 and Ellettsville are coming out of Bloomington Local 586. These new locals will continue with strong leadership learned in their previous locals. Several locals have upcoming events and training they are doing to improve what they can do for the citizens they serve. Princeton Local 1634 advises that all Captains have been put thru the class to become National Child passenger safety technicians, and will be hosting car seat clinics for the citizens. They will also be celebrating the retirement of Brother Chad Butts. Boonville Local 4850 President Dohrn is working on negotiations to increase pension base to help retain members. They have also been doing their best to help get the word out about a retired member of the department: Fire Chief Byers father (also a retired Fire Chief and great supporter of the union) is in dire need of a kidney transplant. They are doing what they can thru social media to get the message out. We will keep members updated and will continue to hope that a donor is found and Brother Byers gets the help he needs.

We would like to congratulate longtime Sec- Treasurer Eric Carpenter from Linton Local 3087 on his promotion and acceptance of the Chiefs position with the Linton FD. I am sure he will continue his support of the Union and will work well with President Phillips on advancing the common goals that they have. Evansville Local 357 is working with our first new mayor in 12 years. Mayor Terry has

shown willingness to work with public safety and appointed a very pro-labor Chief. Chief Knight is working hard to continue and build on progress that has been established in the past. I wish him and his administrative staff well in the future.

The 3rd District is very proud of the son of Bloomington Local 586 President Jordan Canada. Connor Hickman played Division 1 basketball for Bradley University and led them to the NIT this year. Congrats Brother, looking forward to watching him play in the future. Other locals are reporting golf scrambles and raffles to bring in money that they will use for the charitable endeavors they support. As soon as you set the dates, send them to the PFFUI to share. Our social media team is the best in the IAFF.

Finally, we have two legends of the PFFUI retiring off of the board at the convention this year in Fishers. Mike Pinkham and Mike Whited have been dedicated to all us for many years. Brother Pinkham has been the Sec-Treasurer for 26 years, ensuring everything we do is well planned, well documented and correct and has assisted all locals in the PFFUI with any issues they might have. Vice-President Whited has been one of the lobbyists for the PFFUI for many years. In his time, working with Tom Hanify and President Tony Murray, he have crafted legislation that has changed the way that we work and our pensions are computed. Their contributions have been unbelievable and their friendships to the brothers and sisters have not gone unnoticed. On behalf of every member of the 3rd District, thank you Brothers.



Contract signing with Boonville Local 4850 President John Dohn, Mayor Wyatt and the Executive Board



President Tony Murray, VP Mike Whited, PFFUI 3rd District VP Mark Mastison with the Evansville Local 357 Executive Board at the Boots and Ladders Gala.



Hank Harris

4th District Vice-President

It's hard to believe it has already been almost another year since our last convention. I would like to take some time to cover some of the accomplishments over the past year as well as our plan for this year.

This past year we negotiated a contract with the Airport where we were able to

increase their pay substantially to be more in line with the rest of the departments across the county. We also began working on getting those firefighters in the 1977 Fund. We also negotiated the first contract for our Public Safety Dispatchers under MESA. We were able to bring their pay up

to be more competitive and were able to get protection in place. We were also able to work with the Council to allow their supervisors to be members of the Local. Pike negotiated a new contract, moving them to the highest Pension Base in the county. Decatur was able to amend their contract to a January start date and were able to negotiate as part of this for increases in pay. We also began the process of breaking out our own insurance and are continuing this process.

Politically we had elections in Indianapolis, Lawrence, and Speedway. Lawrence elections saw a Democratic sweep in both the Mayor's office and Council. We were able to begin to build a positive working relationship with the Mayor of Lawrence and the Council. We also supported Mayor Hogsett for Indianapolis Mayor, who was successful in his campaign for reelection, as well as supported the incumbent Councilors where we only lost three. We have only been able to accomplish what we have these past years with our support through PAC.

So far in 2024 we have been working on our agenda. We also had a hearing on Marion County Fire Consolidation SB54. While the bill never got a vote in Committee, we were able

to have a hearing and voice our position on this topic. At the hearing, most of the testimony in opposition was based on emotion and misinformation. I want to thank Chief Malone for his support of the Local and the PFFUI on this topic. We as a Local have long supported this proven model as the best delivery of fire protection for not only our members, but for the taxpayers we serve. While there will always be disagreements, they should always remain respectful and factual.

The Decatur Twp Board just approved Kelly Days for our members there. I want to thank Chief Arnes, Chief Johnson and Trustee Holiday for their support and work on this. This has long been a goal for Decatur and with their support and relentless push for hiring and staffing, our members will be able to enjoy this benefit.

As we look forward to 2024, we will continue to work with the Airport in getting their members in the pension. We also are continuing to work with the Wayne Twp administration as well as IEMS and IFD and City County Council on the

merger between Wayne Twp fire department and IFD and IEMS. This has been an ongoing process. Several districts will also be negotiating contracts including Indianapolis, Lawrence, Decatur, and the Airport.

Before I close, I would like to remember Andy Ambers of the City of Lawrence. Andy is a previous board member of Local 416, representing the City of Lawrence as their District President. He worked relentlessly to improve the lives of his members and their families in Lawrence, sometimes in hostile political environments. Everything from Kelly Days to new apparatus was able to be accomplished because of his tireless work. He never backed down from a fight and always had his members' best interest at heart. Please take a minute to remember Andy and his family.

In closing, 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



JC Mitchell

5th District Vice-President

Brothers and Sisters,

It's great to finally see some sunshine here in Indiana! While the winter was mild, I'm sure we have all been looking forward to being outdoors and enjoying some warmer weather! While we

may have been tucked away from the cold the past few months, the 5th District has been hard at work.

Many of the members in the 5th have been busy building new relationships with newly elected mayors, councilors, and town leaders. Changes made in many of these communities this past election cycle brings the opportunity for improvements to the working conditions, pay and benefits of many locals across the district. It's important to engage these new leaders and to provide them with information and facts to support your conversations and negotiations. As a reminder, we can provide data at the state level through our database of salaries and benefits from across the state. If you would like to request data in the 5th District, be sure and email me your request and I will move it through the proper channels. Also, do not forget you have access as IAFF members to a (GIS) Geographical Information System study and (MFA) Municipal Financial Analysis from the IAFF, and I can help get those requests in too.

In December it was a privilege for President Murray, 3rd district DVP Mark Mastison and I to deliver a charter to the newest local in the 5th District, Vermillion County Local



Pres Tony Murray, 5th District VP JC Mitchell, Johnson Co. Local 4252 President Nathan Poff and members of the Executive Board from White River at the annual



First contract for Whitestown Fire Fighters Boone County Local 5195

5442! President Murray and I have also enjoyed the opportunity over the last few months to attend many awards ceremonies and banquets. If you have an event you'd like us to attend, be sure to let us know.

The PFFUI once again hosted PEP and the Thomas Miller Legislative Conference in February. I was unfortunately unable to attend, as I was serving as an IAFF representative on the Commission for Fire Accreditation International that same week. I have heard however that the classes provided were informative and that many appreciated the information and updates on the legislation that the PFFUI worked on during this session of the Indiana General Assembly. If you have not attended this event, I will encourage you to do so if the opportunity presents itself next year. There is always great value in the education provided as well as insights into legislation at the state level and how it may affect our members of the PFFUI.



Joe Hurt

6th District Vice-President

Happy Spring to all the brothers and sisters of the PFFUI and I hope you all had a great Easter.

The 6th District is doing well, and I am happy to report that we are also continuing to grow.

As you may have seen our brothers and sisters in Columbus received a well-deserved raise and now has a very respectable pension base. Despite no contract, President Bailey and his team continue to push the needle and we are looking forward to hopefully solidifying their accomplishments in writing soon.

In Jackson County the Seymour Firefighters continue to do well and grow and keep up with the economy. The Executive Board in Seymour has really been active in helping with state legislation and attending educational events held by the IAFF and PFFUI. Also, I must mention their charitable foundation that they continue to successfully build, I know this is something they are very proud of.

New Albany Firefighters are always working their tails off. The sisters and brothers in New Albany work as hard as any, and their Local is strong and always advocating for their members. New Albany Local is gearing up for upcoming negotiations and just recently voted to go to arbitration with the city to resolve an ongoing disagreement. New Albany always has a presence at state and international events and their leadership takes that knowledge home and puts it to work.

The PFFUI recently held a political training academy and a communications training academy in Noblesville. We had 16 members registered from the 5th District. I've received positive feedback from many members in attendance that the programs were both informative and helpful. I encourage everyone to look out for more training opportunities offered by the PFFUI and to attend if your schedule permits. The opportunity to get this level of training close to home is economically beneficial for our local leaders.

Our state convention in Hamilton County is quickly approaching. Please be sure and get registered to attend! It is truly an honor to represent the 5th District and I appreciate the opportunity you have given me to do so. Please reach out if I can be of any assistance.

Stay Safe!

The Columbus Township Firefighters are working through some new administrative changes and as we all know that is a sensitive time. The Columbus Township leadership is operating with professionalism and is looking to create a good environment for our members and the new administration with a great labor/management relationship.

Our members of the Floyd County rural area, Georgetown and Floyds Knobs are exploring options for EMS services and working with their decision makers to decide how to best provide services for the citizens of Floyd County. Both Locals have also been in touch with me and the IAFF for possible resources by way of studies that the IAFF can provide to help them make the best decisions with accurate data. EMS and in southern Indiana have been the subject of much legal action and the brothers and sisters in Floyd County are trying to stay ahead of the ball so that the citizens receive the care and services they deserve despite the outcome of the existing providers.

In Clarksville the Local is always continuing to grow and continuing to stay politically active. Recently, President Murray, Trustee Fee and I had the privilege to sit down with Clarksville Local leadership and their administration to discuss some labor management issues. Chief Skaggs is always willing to sit down with the Union and keep an open door and I know our brothers and sisters in Clarksville appreciate that. Also, Clarksville is exploring fire-based EMS and has gotten a lot of good press for their efforts.

In Jeffersonville we are currently in contract negotiations and hopefully by the distribution of this quarterly newsletter we will have inked the deal. The Jeffersonville Fire Administration has prioritized increasing our medical training and skillset from first responder to EMT and besides mandating new hires, we are getting good buy in from the members. We are actively working with our Human Relations Committee to make changes to our hiring process and recruiting that are as inclusive as possible. President Tetley in his first

term as Local President brings with him nearly a decade of elected Union leadership experience and has hit the ground running with a strong team around him. Keep up the good work brothers.

I am honored to serve all the PFFUI on your Executive Board and I will be seeking to be reelected at the conven-

tion in May. It is truly a privilege to work with all the other Executive Board members to make good decisions to help advance our agenda all over the state. I do humbly ask for your support for reelection and if anyone ever needs to talk to me, or has any questions, call me personally at 812-987-1112. Thanks for the past support and I look forward to continuing to represent you well.

Political Director Cody Leever

The Indiana Professional Fire Fighters PAC has endorsed the following candidates for the 2024 Primary Elections. Each candidate endorsed has demonstrated a deep understanding of the legislative priorities affecting our membership that deliver Fire and Emergency Medical Services across Indiana. Please take this into consideration when voting on May 7.



House District	Party	Candidate
7	R	Jake Teshka
13	R	Sharon Negele
20	R	Jim Pressel
28	R	Jeffrey Thompon
33	R	John Prescott
38	R	Heath VanNatter
40	R	Greg Steuerwald
41	R	Mark Genda
42	R	Alan Morrison
45	R	Bruce Borders
49	R	Joanna King
50	R	Rob Miller
52	R	Ben Smaltz
64	R	Matt Hostettler
66	R	Zach Payne
67	R	Alex Zimmerman
69	R	Jim Lucas
70	R	Karen Engleman
81	R	Martin Carbaugh
97	D	Justin Moed

Senate District	Party	Candidate
7	R	Brian Buchanan
8	R	Mike Bohacek
10	D	David Niezgodski
16	R	Justin Busch
24	R	Brett Clark
35	R	Philip Clay
37	R	Rodric Bray



In Memoriam

State Senator
Jean D. Breaux
1958 - 2024

A dear friend, a passionate public servant and a devoted advocate for the people. During her nearly two decades in the Legislature, she was a fierce proponent of quality-of-life policies to make Indiana better for all people.

IAFF Legislative Conference Scholarship Recipient Reports

I've just returned from an enlightening trip to Washington, D.C., where I gained an appreciation for the IAFF's tireless efforts to advocate for our local firefighters. It was an honor to receive a scholarship from the PFFUI, representing Indiana and Local 338 on such an important stage.

The reality for us as firefighters stands in stark contrast to other Union professions. Due to the repercussions of the ones we swore to protect, striking isn't an option for us. This means we must take a more diplomatic approach, engaging directly with lawmakers. We have to make them see the real, day-to-day challenges we face, from being robbed of WEP benefits that we've earned to battling for the right to collective bargaining. Our gear, a supposed shield, harbors chemicals that increase our cancer risk, and yet the benefits afforded to those of us who pay the ultimate price remain inadequate.

It's a tough battle, no doubt. But it's one we cannot afford to back down from. Unions are the backbone of the middle class, offering a collective voice to those who might otherwise go unheard. As local leaders, it's our duty to stand up for the rights and well-being of our brothers and sisters and ensure our voices are heard. Educating our politicians, lobbying for change—it's all part of the fight for what's right, a fight for the future of every firefighter.

Jason Gour, President Elkhart Local 338



I recently had the opportunity to attend the IAFF Legislative Conference in Washington D.C. thanks to a scholarship from the PFFUI. At this conference I was joined by my union leader colleagues from across the state of Indiana. In my opinion, this conference is one of the most important events the IAFF organizes each year. Union Leaders from around the United States gathered together as a unified front to explain and lobby for the issues most important to our members to the individuals in position to make a difference.

During the conference we heard from U.S. Senate members and House of Representative members that came to speak and support our issues. The Vice President of the United States Kamala Harris came to the Conference and spoke to the attendees from around the United States about our issues.

Some of us joined the FOP to rally at the U.S. Capital, bringing awareness regarding the importance of eliminating the unfair Windfall Elimination Provision in Social Security that prevents us from drawing back what we deserve based on our other jobs.

Our Indiana attendees also met with either the staff or the actual member of every one of Indiana's U.S. House. We also met as a collective with both U.S. Senator Braun and U.S. Senator Young. During these meetings we were able discuss the issues most pressing to the fire service: collective bargaining rights; occupational cancer designations; funding research for PFAS free fire gear; free speech protections; reauthorizing SAFER and AFG grants; and repealing the fore mentioned Windfall Elimination Provision to Social Security.

I was honored to attend and participate in this. I am a part time Political Science Professor at the Muncie Campus of Ivy Tech Community College. So naturally for me personally it was an experience that I will never forget. This event not only aids in the fight to improve the lives of the members we serve, but also allows us to go back to our members with the knowledge and experience to help educate them on the issues and the work that the IAFF is doing for all of us.

Jason Chafin
President
IAFF Local 1348- Muncie Indiana

Save the Dates

May 22-24, 2024

PFFUI Convention

Fishers, IN (Forum
Conference Center)

Aug 25-30, 2024

IAFF Convention

Boston, MA

September 5, 2024

PFFUI Seminar/Memorial

Indianapolis, IN

September 21, 2024

IAFF Memorial

Colorado Springs, CO



**IAFF 8th District
VP Mark Sanders hosted
the 8th District Caucus
in Indianapolis
welcoming leadership
from five states and
the IAFF in November**

**Kentucky President Joe Baer,
Illinois President Chuck Sullivan,
GST Frank Lima,
Indiana President Tony Murray,
Michigan President Matt Sahr
Ohio President Jon Harvey (Not Pictured)**



**President Murray
and
5th DVP Mitchell
presented
Vermillion County Local 5442
IAFF Charter**



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