

BALTIMORE FIRE OFFICER

LOCAL 964

--STAFF--

STEPHAN G. FUGATE -- TOM NOSEK

By and For the Professional Fire Officer

IN UNION

THERE IS STRENGTH

Volume , Issue

August/September 2010

From the Desk of the President

By Stephan G. Fugate

Union Dues

The last thing I want to discuss at all, let alone start a newsletter off with, is our Union dues, but leadership is not always pleasant and this is something that HAS to be addressed.

In the late spring and early summer of 1998 our Union dues was \$15 per pay across the board. Quite frankly, our Lieutenants, largest component of our membership, were paying more than their share of the cost of doing business and the time had come to have a look at that. We'd also reached a point that a dues increase was inevitable in that we were barely covering our mounting expenses on a month-over-month basis. And finally, we were also headed to the IAFF Bi-Annual convention in August where we simply knew that we would return having adopted (whether we agreed or not) an increase in IAFF per capita.

Bob Jordan and I discussed at length the premise of a dues increase and we both agreed that we did not want to exacerbate the inequity for our Lieutenants, and he came up with the concept of not only a solution to that problem but, so we thought at the time, a solution to the long term likelihood of having to go back to the membership for an increase ever again. The plan, proposed that summer and approved by the

membership that fall was to revert to a percentage of base salary starting at 0.85 percent in January of 1999. Then, for the subsequent three January's, dues increased by .05 percent culminating at 1.0% in January of 2002.

As an aside, the 0.85 percent was not an arbitrary figure but one that netted only enough to cover expenses and ALL of our Lieutenants actually enjoyed a minimal reduction for the next year. That was not, however, the objective which was to gradually increase our dues to a point that would sustain the ever-increasing expenses. It was also thought that, once at 1.0 percent, negotiated salary increases would maintain pace with those increasing expenses and, once again, we would never have to go back to the membership again.

The best laid plans, however, often run afoul of reality and that is indeed the fact we now must face. We don't need to tell our members that salary increases have NOT kept pace with the rising cost of living, and the effect on our finances is no different than on that of our families. Our ONLY source of revenue, however, is through Union dues and we have no way of supplementing that revenue in an ongoing and reliable manner.

The significant revenue we enjoyed for many years from our BINGO operation fell victim to other forms of gaming and we, regrettably, simply had to terminate the operation else the losses would continue to mount. Though the BINGO operation proceeds went expressly to our VEBA Fund and not the General Fund, there are ancillary ex-

penses associated with the VEBA Fund that are now borne or shared by the General Fund.

With the unprecedented move to lease out the entire first floor of our building, we attempted to cover the building expenses well into the future, but the costs of being a "landlord" have muted any excess income from the rental and the "commercialization" of the building had a rather dramatic impact upon our annual property taxes. The lease agreement now in play expires in 2012 with extensions built in, but that is still two years off and it's anyone guess what the market will bear in terms of increased revenue.

Once again, I'll grant that the two funds mentioned above, the VEBA Fund and the Building Fund are separate and apart from the operating or General Fund, but shortfalls in one or both of those other funds must be made up and the General Fund is the ONLY other source available. I would hope that, should the discussion and debate require, ALL of the necessary financial records can be made available to our members upon request at the appropriate time.

Now to the General Fund. In 1998, the primary cause for legal representation was our collective bargaining process and the occasional, subsequent arbitration. Yes, we did have significant grievance issues from time to time, but I can assure you that I went for months without setting foot in our attorney's office. I'm there so often now, the security

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From the President's Desk.....

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guard thinks I work there. That is in no way the fault of our attorney but the reality of the atmosphere we now operate in. The complexity, severity, and consequences of the multitude of issues we face on a daily basis simply demand competent and able legal representation and that comes at a cost. I could catalogue all of the outstanding legal issues we're now engaged in, but I think you get the point.

The bottom line of all of the above is that we simply must request an increase in dues and the Executive Board is recommending an increase to 1.5% of base pay for active members effective following the vote. Voting will take place at our regular meetings on Wednesday, September 8, 2010 and Monday, September 20, 2010. We have been trying to stave-off such action, but we will not be doing our jobs if we pretend there's not a problem.

Finally, it should also be noted that our Retirees are currently paying \$5 per pay and the Executive Board is recommending an increase to \$6 per pay. We don't think it necessary, but we will point out anyway that among the most costly issues we are dealing with at this time is that of the recent pension benefit reductions. We ALL have a stake in the outcome of that issue, so we all need to share the burden of the associated costs.

FOP Parity Challenge

Note: I am not an attorney but I will do my best to relate the sequence of events, including what I believe to be the appropriate legal terminologies so please forgive me if I get any of the legal technicalities wrong.

On August 19, 2009, Baltimore City FOP Lodge 3 and three individual members filed with the Circuit Court for Baltimore City, challenging the principle of "wage parity" as it currently exists in our MOU with the City of Baltimore. The FOP

named the Mayor and City Council of Baltimore as Respondent and did NOT include either Local 964 or Local 734 as a Respondent stating that they did not want to file Court action "against another union". Quite frankly, the logic of challenging OUR Parity Clause by filing against the other party to our MOU and claiming that somehow that's not a claim against us escapes me, but a digress.

On September 23, 2009, our Legal Counsel Joel A. Smith filed a "Motion for Leave to Intervene"; essentially allowing the Fire Locals to enjoin as a Respondent and on November 16, 2009, that Motion was granted. On November 19, 2009, Cross Claims against the City were filed on behalf of the Locals to which the City responded on December 21, 2009.

More simply put, the Unions, having not been identified as Respondents in the original FOP filing, requested to enjoin in our own defense then filed the "Cross Claims" to explain to the City, in no uncertain terms, their obligation to defend our mutually agreed to parity provision. Of significance is that the City had previously attempted the very same thing (parity provision challenge) under then Mayor O'Malley and the Court of Special Appeals affirmed the Unions' position and, in effect, codifying the parity provision. Following that ruling, the City and the Unions settled the matter agreeing to dismiss the case with the stipulation that the City would not appeal.

Part and parcel of the settlement was that the City recognized that the parity *AND promotion* provisions are lawful and mandatory subject of bargaining and that they would not again petition a legal challenge to either. Implicit was inasmuch as the City and the Unions were in agreement, the City also has an obligation to defend what amounts to their position in any subsequent legal challenge.

Among the concerns of the Unions in not being named as Respondents was that the City would simply be non-responsive to the action and, by its' failure to aggressively defend, would appear to be in agreement with the FOP. Indeed, that

appears to be just what has happened. The City has only answered the original complaint and has not actively participated in the litigation since, failing to respond to Interrogatories and letting expire the deadline for discovery. The City is indeed acting passively and is not, as required, acting as an adversary to the FOP challenge.

On July 14, 2009, Mr. Smith filed a Motion to Dismiss and/or Summary Judgment and on July 19, 2009, Mr. Smith filed a Motion for Summary Judgment on the Cross Claims (from 11/19/09) and a request for a Hearing.

The long and short of it is that Mr. Smith has taken a case where our interests were paramount but in which we were not even named and, in my humble opinion, brilliantly put the Fire Locals into the driver's seat. Recognizing early on that the City would likely acquiesce to the FOP position simply by inaction, Mr. Smith aggressively pursued the matter with legal maneuvers worthy of praise.

It remains to be seen how this will all turn out, but the value of Mr. Smith's representation cannot be overstated not to mention his institutional and historical knowledge. We all owe Mr. Smith our gratitude, but we also need to be in a position to pay our bills in a timely manner.

Grievance Settlement Agreements

There are two recent, very consequential settlement agreements of late, the result of a Class Action Grievance filed by the Joint Locals on September 19, 2009 which ultimately landed in arbitration on April 28, 2010. You've likely heard us refer to a "Court House Steps" agreement and this is a classic example of why you should continue to negotiate to the very end.

The original grievance was the expected corollary to the successful Line-Of-Duty/90 DTL grievance previously aggrieved wherein it was determined that the one year line-of-duty sick or injury leave is separate and apart from the 90 DTL and should therefore result in fifteen months of leave prior to retirement

rather than twelve months. The instant case concerned the same theory as it applies to Non-Line-Of-Duty sick and injury leave wherein the City was combining the six months NLOD Leave with the 90 DTL and, in our opinion, denying our members of the 90 DTL to which they were entitled.

We were literally at the table with an arbitrator and court reporter on April 28th when it was mutually agreed that we should continue to talk. Many hours later, the framework for settlement was agreed to and that was followed by MANY, MANY hours of meetings with all manner of City Officials from the Law Department to Risk Management, but we believe that the time, expense, and effort were worth it, and we've actually resolved three issues through one grievance.

First, the issue of whether or not the six months NLOD Leave should be combined with the 90 DTL is resolved to the extent that every member will be allowed a total of no more than eight months of paid leave prior to retirement depending upon how he or she chooses to proceed.

Second, that "process" includes a third-party review of the medical issues if those issues are in dispute, and we all know how that goes. For YEARS, Dr. Levy has overruled and/or ignored the prognosis of physicians and specialists FAR more knowledgeable than he simply because he can, and at least for the next eighteen months, that will no longer be the case. Mike Campbell goes into more detail in this regard and there are far too many permutations of individual circumstances to relate in a newsletter, but we would STRONGLY suggest that if you find yourself in NLOD situation with your career on the line, you contact an Executive Board member for assistance.

Third, and quite frankly unrelated, we have agreed to a specific number of vacation/leave days a member is permitted to accrue, and while that may seem insignificant, believe me when I tell you that's been the subject of no less than ten years of effort through ne-

gotiations. The problem was that our members, particularly those hired after July 1, 1979, really had no idea how much time they were allowed to accrue and that did become a problem when those members filed for retirement. As I've often said, we have six Battalions, and prior to this settlement, you would have gotten six different numbers. That is no longer the case and a new MOP will soon be issued advising our members of the limits they're subject to.

The irony with respect to the second and third issues in particular is that we have been unsuccessful over many years of collective bargaining to address both Dr. Levy's apparent unfettered, if not misguided, authority and identifying specific numbers for leave accrual and BOTH were resolved through discussion outside of negotiations based upon a grievance that was arguably unrelated to either. Once again, Mr. Joel A. Smith was the point person, and he understood the issues better than most of those on the other side of the table and ALL of our success should be credited to him.

Pension Issues and REALLY disappointed

In the last addition of this newsletter, I introduced Mr. Robert D. Klausner to our members, and in a subsequent mailing to ALL of our active and retired members, we advised that he would be addressing our membership at VERY important informational meetings on June 28, 2010. Just over seven hundred letters were mailed, and I seriously doubt that anyone underestimated to issues and the consequences. Imagine our SHOCK when less than ten percent of that total membership took the time and effort to attend those informational meetings. Yes, we know that many of our retired members are living out of State and they would not be expected to attend. But, of the seventy-four ACTIVE members who, with less than fifteen years, would be most *adversely* affected, only SIX showed-up!

The net result of those informational meetings is that we've agreed to continue our consulting agreement with Mr. Klausner, and his opinion is what I de-

scribe as a "wait and see" position and there are two sides of that. First, we (Local 964) do not want to do anything to undermine the ongoing legal efforts by Local 734 and the FOP and second, there's really no need to duplicate those efforts at this point and we (Local 964) are not in agreement with a major part of the 734/FOP legal challenge.

We'll keep our members advised as best we can, but I would suggest that the very BEST way to stay informed is to take the time to attend Union meetings where you can not only hear the latest, but have the opportunity to ask questions and get straight answers.

Scholarship Opportunity

Ashcraft & Gerel, LLC, a local law firm that focuses on labor unions and their issues is once again offering two scholarships to members in good standing of a Baltimore Area AFL-CIO affiliated union, or someone in the immediate family of a union member.

Each scholarship is for one semester in the amount of two thousand, five hundred dollars (\$2,500.00) with one going to an undergraduate student and one to a post-graduate student. Applications can be had by contacting Local 964 at 410.276.6964 or 1.888.625.4386 or by contacting Ashcraft & Gerel directly at 410.539.1122. It should be noted, however, that union membership verification must be made by the Union Local on the application form.

Applications must be received by October 15, 2010 with selection being made on or about November 12, 2010. Good luck!

IMPORTANT NOTICE

The Executive Board of Local 964 is recommending an increase of Union dues to 1.5% of base salary for active members and an increase from \$5 a pay to \$6 a pay for retirees. Voting will take place at our regular meetings on Wednesday September 8 and Monday September 20,

From the Desk of the 2nd Vice President

By Mike Campbell

Mayor Rawlings-Blake was able to get most of the revenue enhancement package passed that she wanted and that was welcome news for some of our Officers who had been threatened with demotion. This funding also saved layoffs in 734 along with reducing the daily rotating closures from 4 to 3. We also saw the furlough deductions from our pay stop as of the first pay in July. I believe that is it for the good news, so now on to how the City Council ripped the heart out of our pension benefits!

Beginning July 1, 2010 all members with less than 15 years of service will have to work an extra 5 years to receive the full benefits of a pension along with seeing their average final compensation double from 18 months to 36 months. Our retirees who are under the age of 55 years will not see an increase and the members from 55 to 65 years of age will see an increase of 1% beginning in January of 2012. The retirees over the age of 65 will see an increase of 2% beginning in January of 2011. All of this made possible by the Variable Benefit being removed. All three bargaining groups made several overtures of the Council to reconsider their actions and came up with a savings that the City could live with but to no avail. On June 28th Mr. Robert Klausner came to two specially called meetings by 964 and updated our membership of where we stood and what path to take with regards to the benefit changes. After the meetings a vote was taken to retain Mr. Klausner for possible litigation and it passed overwhelmingly. During one of the back and forth's of the question and answer period, Mr. Klausner stated that we should not burn any bridges and if at all possible try to sit down again and come to a settlement with the City based upon the notion that when you go to trial you always have a 50% chance of losing! I agree with Mr. Klausner in some regard that we should never burn a bridge

or close a door to further conversations, but we cannot sit idly by while our members who were given a promise of certain benefits when hired have them arbitrarily stripped away! I will continue to meet with our friends and our enemies if it means securing what is right for our membership, but if we have to go to litigation to fight for our rights then that is what I'm prepared to do as well. I do believe we need to look at finding some candidates to run against some of the current ones, and I will be at the sign wavings and fundraisers, but until that happens, these folks are the only game in town and if we want to get anything accomplished it will have to be sitting across from each other whether we like it or not! As an aside, I am very comfortable with the position that 964 took throughout this entire process!! Now we have a cause of action and will act on that with guidance from Mr. Klausner.

A subject needs to be broached that may not be popular at this time, but it is an increase in Union dues. The price of doing business with the FD and the City of Baltimore is constantly going up and with that our costs rise as well. With that said, it is time for a dues increase sooner rather than later. All of what Local 964 does comes with a cost, and we begin another round of Negotiations next where it will be very difficult just holding onto what we currently have. I'm sure that President Fugate will address this need further in his article, so I will climb down from my soap box but we haven't had an increase in dues in roughly a decade and it is much needed!

The Fire Officers reached agreement by way of Addendum Agreements to the MOU with the Fire Department and the City for Non Line-of-Duty Illness and 90 DTL, Vacation Leave and a Return to Duty policy whereby your doctor and the Medical Director are in disagreement of your Fitness for Duty after a NLOD Injury/Illness. Steve is addressing the first two, and I will go over what I feel is a win; win for our members concerning the Return to Duty policy. A third party independent physician who is board certified in occupational health has been chosen by both the FD and the Unions which will be the final arbiter in a

members quest to return to duty following a NLOD Injury/Illness. Local 964 has been complaining about the Medical Director having the final say over our member's careers for years, and I feel that this policy gives our members a fair chance at returning to work. Let's wait and see if Chief Clack stands by the agreement!

At the Board of Estimates today Mayor Rawlings-Blake board approved a substantial raise for the Fire Department's Command Staff. The timing of such an increase is extremely insulting to the rank and file of this department and again shows the lack of respect for the men and women of the BCFD. Chief Clack was told by both Unions that this certainly is not the time to reward some while others are being threatened with layoffs, demotions and themselves have not received a raise in two years. I personally spoke to the Mayor about this prior to the vote, but it fell on deaf ears. Very upsetting to say the least!!!

Chief Clack is looking at adding educational prerequisites for promotional exams beginning in 2015. These changes will most likely come up in Negotiations next year and will require our Officers to attain certain levels of certification before they can sit for an exam. We will have more to say on this next year, but if you want a heads up, I would start towards an AA degree (in any discipline) if you want to become a Battalion Chief.

During these past few tumultuous months, we have still maintained a steady flow of promotions. I would like to welcome all of our newly promoted members to 964 and ask that you attend the Regular Meetings which will resume on 9/8/10 @ 1930 hrs at the Fire Officers hall located at 1030 S. Linwood Avenue. You may have heard some things during this pension issue that you may not feel comfortable about, but I would caution that kitchen table talk is not as good as hearing it from your elected Union Representatives! Congratulations as well to all of our internal members who were promoted and to our recent retirees. I would like to thank Tom

Nosek for another outstanding Picnic at Cascade Lake and to Tom and Bryan Hoffman for a very successful Golf Tournament. This was Tom and Bryan's first endeavor with the aid of Bob Jordan and I think they came through it with flying colors. I wish to also thank those members who came out to help in what is our largest fundraiser that benefits our Widows and Orphans! Hope everyone is enjoying their summer. Make sure to spend as much time with your family as you can. You never get those days back.

The next Regular Membership Meeting will be 9/8/10 @ 1930 hrs. This change is due to the Labor Day holiday!!!

Please keep the family of Active 734 member EBO Robert Sebeck, FB-1 in your prayers. EBO Sebeck passed away suddenly in early July! Also, keep the family of Retired Lieutenant Tilghman Shamer, Sr. in your prayers. Lieutenant Shamer passed away in July as well. Lt. Shamers son's David and Tilghman, Jr. both either are serving or have served in the BCFD.

If you have questions or concerns about Deferred Comp. contact the Deferred Compensation Plan Office at 201 E. Baltimore Street, Suite 120 or call 410-332-0809 or 1-877-233-2748. Their hours are Monday thru Friday from 0800 to 1700 hrs. Please keep abreast by logging on the Fire Officers website at www.iafflocal964.org.

Health Care

I would like to address an issue that has been a thorn in our member's sides for quite some time and that is the reporting to Mercy after hours for a Non Line-of-Duty injury/illness. I have taken care of many issues concerning the repayment to our members for costs that should not have been charged because our folks only wanted a duty status and did not want to be treated. Steve and I have been working with the Department since December of 2009 to come to an agreement and a procedure for this issue. We are very close but 964

still has a problem with some language that we will hopefully work out very soon. In the meantime, I would like to give you some pointers as to what to do so you don't get charged for being treated:

After 5pm on Monday thru Friday, weekends, and holidays, members of the Baltimore City Fire Department must report to Mercy/PSI Emergency Room for a determination of duty status. All members reporting to the Mercy/PSI Emergency Room shall have with them a completed PSI Visitation/Disposition form. The PSI slip shall be initiated by the unit officer or immediate supervisor and picked up by the member on initial visit. Member must also have identification with picture. Upon arrival to Mercy/PSI Emergency Room members who do not wish to be treated by Mercy/PSI should make that decision clear to the PSI representative.

That last line is the sticking point between the Unions and the FD. We believe that it is the member's job to only have to "opt in" if you want to be treated. It should be incumbent on Mercy/PSI to only give a duty status unless otherwise chosen by the employee. In the meantime though, I would caution our members to make it clear to the Mercy/PSI representative that they "are only here for a duty status and do not want to be treated"! If you have any issues with this, please don't hesitate to contact me.

Safety and Health

I attended the Safety/Health meeting on 6/17 and 7/15/10. Items discussed were as follows:

• **SAWS** – The Committee had much discussion on this and T1; T15 & T16 will be testing a diamond blade for the circular saws.

• **Station Footwear** – There is nothing new to report on this other than to say that we asked the FD when our members can expect to see the footwear and we are still waiting for

a response.

• **SCBA** - FD has applied for a Fire Act grant to purchase new SCBA's. Manufacturer's will have to submit an RFP after the specifications are chosen.

• **Annual Physicals** – This was actually discussed by both Locals and Chief Clack concerning the RFP process for the Annual Physicals and the Unions sent to Chief Clack on Joint Stationary a letter of our objection to the current PSI RFP being tied into the physicals. Purchasing has stated that there must be separate RFP's for both the PSI and Annual Physicals issues.

• **Air Conditioning** – I have been in contact with Ms. Eckhard concerning Oldtown and Engine 30's air conditioning issues.

Make sure that you e-mail the Safety Office at:

FDSO@baltimorecity.gov if you have any safety related issues along with contacting me. If you are e-mailing Health and Safety Officer Bill Jones, you must e-mail William H. Jones, not William Jones! You must also continue sending in Special Reports as is policy. The next meeting is scheduled for 8/19/10. Contact me with any issues. **BE SAFE!**

President's Club

I have handed out the majority of the 2010 shirts to the members of the President's Club. I would like to thank each and everyone who is contributing to the Fund. We are at the highest level ever for Active participation, but I am always looking for more! Please contact me if you would like to contribute. Retirees cannot contribute to the President's Club by way of dues deduction, but can still donate the full amount of \$100.00 by way of cash or check! Please make checks out to: Local 964 PAC Fund! The PAC Fund is our most important tool to have the **local** politicians listens to our

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concerns. The Fund can **only** be used for Local and State politicians and **can-not and will never be used** for Federal politicians, (President, Senator, etc.) If you contribute \$4.00 or more a pay, you are automatically included in the President's Club.

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

Cell – 443-629-0216
Work – 410-396-5682
E-mail: capttain16@hotmail.com

Worlds to twirl by...

There comes a redeemer
and he slowly too fades away
There follows a wagon behind him
that's loaded with clay
and the seeds that were silent
all burst into bloom and decay
The night comes so quiet
and it's close on the heels of the day

Grateful Dead

Union Memorial Heart/ Lung Scan and Wellness Testing program

- heart/lung scans for union members only are offered on Tuesday and Thursday only from 1100-1200 hrs, 1-877- 744-3278, cost \$75

- heart/lung scan and wellness assessment for union members only are offered only on Tuesdays from 1200 1400 hours, for wellness assessment info call Rebecca Winch 410- 544- 2167 , cost for combined tests, \$150

- Union Memorial also has heart/lung scans through their community outreach program for the general public on Saturdays only 1-877-744 3278, cost \$75

From the Desk of the Recording Secretary

By Tom Nosek

I start this article as I did my last one, now the Crime has been committed. The City Council through legislation stole the retirees raise and gave a COLA but such is based on age -- in my opinion this would be age discrimination. See President Fugate's article for further information.

The Council then screwed the active members with 15 years or less by changing the years of service from 20 to 25 to earn a pension. There was no reason to do the latter, no real savings. Here are the City Council members who screwed us, voting yes to the Bill were Council President Jack Young, Councilman Robert Curran, Councilman Carl Stokes, Councilwoman Cheryl Middleton, Councilwoman Helen Holton, Councilman Ed Reisinger, Councilwoman Agnes Welsch, Councilwoman Rikki Spector and Councilman Bill Cole. These are the Council members you can thank for diminishing your benefits. Our supporters were Councilman Jim Kraft, Councilman Nick D'Adamo, Councilwoman Belinda Conaway, Councilman Warren Branch and Councilwoman Mary Pat Clarke. Mary Pat Clarke and Nick D'Adamo gave passionate speeches on our behalf, but were rebuffed by their so called colleagues.

Once we found out we lost, Local 964 who was already in contact with well respected attorney Bob Klausner, invited Bob to Baltimore to speak with the membership. Letters were sent out to all active and retired members for TWO meetings on June 28. Mr Klausner gave us insight and advice on our pension issues. As Steve said in his article, he has never been that disappointed in the membership both active and retired, this is you and your families' livelihood and people couldn't find time to attend!! I am sure we will have future meetings and votes on our direction, and I hope the membership can make these meetings a priority.

Yesterday July 28, The Mayor screwed the membership by agreeing with Chief Clack on giving 15% raises to his command staff. I cannot believe that Chief clack would ask for these raises knowing what the rank and file have gone through the last 18 months. Company closures, furloughs, possible furloughs again this year, rotating closures threats of layoffs and demotions. The executive boards of both Locals and the membership have been told time and time again that these are difficult economic times in Baltimore and throughout the Country. Everyone must suffer in the pain, no one is immune, no one, not public safety or anyone else. Then Chief Clack goes to the Mayor and asks for raises for his MAPS members because they don't get overtime or there is a disparity in salaries, etc. Chief take these words back to Mayor Rawlings Blake: "Everyone must suffer in the pain." To the membership, remember who it is that is screwing with the members, MAYOR STEPHANIE RAWLINGS-BLAKE!!!!!! I hope that Chief Clack will be as forthcoming for us at contract negotiations in January 2011.

On June 13, (little early this year) Local 964 hosted the annul summer picnic at Cascade Lake. The weather was perfect. the food great, kids games fantastic and friendship even better. Thanks to Gil Brooks wife Shauna and their daughters with helping with the games. Big thank you John Boblits for the corn and watermelon as always, beer man Jake Van Gelder, Frank Schlosser, Chris Smith (retired), Kevin Rock, George Jones, Gil Brooks, Mike Campbell and Doug Taylor for helping with everything that makes a great family picnic.

On July 16, Local 964 held the annual John L. Seiss Benefit Golf tournament at Compass Pointe golf course in Pasadena Md.. We had 86 golfers who golfed in extremely hot weather but prevailed. This was the first golf tournament that Bryan Hoffman and I ran and I thought it went rather well. I know we made money and we'll have the final figures posted sometime in the future. I cannot say enough about Bryan Hoffman -- he was very instrumental in making this a success, thanks Bryan. Our pre-

decessor, Bob Jordan, left us with fantastic blueprints and contacts to make this work -- thanks Bob. The golf committee also had Mike Campbell on board who always coordinates our helpers, takes a lot of help to make this successful. Thanks to Mike and his crew of Dave Stroup, Kevin Rock, Frank Schlosser, Anita Hatoff, Gil Brooks, Jake Van Gelder retirees Donald Wilson and Clarence Pitz. Rod Devilbiss outfitted in his new beard was again instrumental in acquiring the raffle award, the trip to St. Croix and having Sheehy Nissan as the hole in one sponsor. Thanks Rod.

Thanks to IAFF4th District Vice President Bill Taylor for his assistance in presenting the John Seiss "gentleman's award" to Mr. Jim Franzoni of SF&C insurance for his outstanding dedication to the labor movement, especially firefighters.

Please keep Saturday, October 9, 2010 on your calendar for our annual Memorial and Medals day sponsor by both Unions and the BCFD. We will be

honoring our own; site is War Memorial Building. Please plan on attending, this is your profession -- be proud.

Finally good news, Local 964 was successful in winning agreements on the NLOD 90 day grievance, establish a fixed vacation day allotment for members and adding a third-party Doctor agreement on NLOD injuries. A big thanks should go to President Fugate and Second Vice President Mike Campbell for negotiating and winning these enhancements and benefits, JOB WELL DONE.

Chief Clack and the BCFD has won a FEMA grant for annual physicals to the tune of \$900,000. We are awaiting the RFP to be sent out, it would be rather nice to have Union Memorial hospital receive such grant as they have been in tune to our needs as in the heart and lung scan.

If you read Steve's article on the first page then you know that the pension issue has cost us money and with that said the continuance of fighting for

the benefits of both active and retired is going to cost. I think you will agree it is a must in increasing our union dues to prevail in this endeavor.

OUR ANNUAL CRAB FEASTS WILL BE HELD OCTOBER 6 AND 7, 2010. THE LOCATION IS TO BE DETERMINED. WATCH FOR FLYERS IN THE FIREHOUSE, RETIREE MEETINGS AND ON OUR WEB SITE.

Just again reiterating that the first Union meeting in September will be WEDNESDAY, September 8, 2010 @ 1930 hours, such is due to the Labor Day holiday.

Please keep the family of EBO Robert Sebeck in your prayers, Bob an active member of L734, died in a tragic fall at home. May St. Patrick keep him in the hollow of his hand.

I hope all are enjoying the hot summer, steamed crabs cold Natty Boh and watching the Orioles -- well don't despair Ravens training camp opened this past Tuesday.

*** * * A T T E N T I O N * * ***

Announcing Election Notice

Nominations will be accepted at the first two Union Meetings in September for:

- Secretary-Treasurer
- Trustee
- Sgt-at-Arms
- 6th Battalion Steward

Baltimore City Fire Officers Union Hall for Rent

1020 S. Linwood Ave.
In the heart of Canton Square!!

- small parties
- birthdays
- weddings
- business meetings
- showers
- etc.

The hall is currently not handicap accessible, no kitchen facilities.
Capacity 100 plus , two flat screen televisions , bar , ice provided.

If interested call Tom Nosek 410 499 5441, or any Eboard member.

THE BALTIMORE FIRE OFFICERS

Local No. 964

Meetings -- 1st & 3rd Monday

1030 S. Linwood Avenue

Baltimore, MD. 21224

PHONE: 410-276-6964

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