Ohio Association of Professional Fire Fighters
140 E Town St., Suite 1225; Columbus OH 43215
Mark Sanders, President
Mark Horton, Secretary/Treasurer

OAPFF Executive Board Meeting

January 26, 2016 @ 1:30 PM

1. Roll Call
2. Secretary Treasurer's Financial Report
   - Trustee's report
3. Legal Counsel Update
4. Presidents Report / Executive Board Action
   - 2nd District Election Report – DVP Norman sworn in 1-13-16
   - Thank Ken Kiefer for his service to the OAPFF
     - Review of OAPFF BWC-OPF assistance
   - OAPFF / Fire Alliance Position on HB261 – Trauma Bill
     - Director Carney Report
   - OAPFF Education Conference March 6-8
     - Director Quinn Report
   - Secondary Employment Committee Draft Report
     - Committee Co-Chair DVP Taylor
   - Policy Manual Updates
   - OAPFF Biennial Conference May 23-26, 2016 – Columbus Hilton
     - March 9th – Credentials sent to locals (75 days)
     - April 8th – Resolutions due in to ST (45 days)
     - April 23rd – Credentials due to ST (30 days)
     - April 23rd – Resolutions posted on oapff.org (30 days)
     - May 22nd – Board and Staff report
     - May 23rd – Early Committee meetings / Registration / OAPFF Reception
     - May 24th – Opening Ceremonies / Conference Business – noon May 26th
5. Staff Reports
6. District Reports
7. Local Reports
8. Scheduling
   - February 16th - 17th IAFF State Rep. Training
   - March 6th – 8th OAPFF Education Conference
   - March 29th – OAPFF Board Meeting – **Conference Resolutions**
   - Spring District Meetings
     - 3rd District April 11th
     - 2nd & 1st District April 12th
     - 5th & 4th District April 13th

1/26/10

O.A.P.F.F. Executive Board

President	Mark Sanders 140 E. Town St. Suite 1225 Columbus, Ohio 43215 MSanders@oapff.org	(H) 513-367-5276 (O) 614-488-9920 (F) 614-488-9925 (C) 513-260-2381
Secretary/Treasurer	Mark Horton 3995 Broadway Lorain, Ohio 44052 MHorton@oapff.org	(C) 440-315-2952 (O) 440-233-4519 (F) 440-233-4519
V.P. 1st District	Roy Hollenbacher 150 St. Andrews Blvd. Lima, Ohio 45804 RHollenbacher@oapff.org	(H) 419-222-2909 (C) 419-230-0449
V.P. 2nd District	Mike Norman	(C) 216-640-4064
V.P. 3rd District	Mike Taylor 615 Buena Vista Blvd. Steubenville, Ohio 43952 MTaylor@oapfff.org	(H) 740-264-3319 (S) 740-283-6166 (F) 740-264-9719 (C) 740-381-6374
V.P. 4th District	Jon Harvey 333 S. Cherry St. Germantown OH 45327 JHarvey@oapff.org	(C) 937-654-2581
V.P. 5th District	Joe Richard 5228 Plumwood St. Columbus, Ohio 43229 JRichard@oapff.org	(H) 614-899-7986 (S) 614-464-4080 (O) 614-481-8900 (C) 614-519-7968
Retiree Vice-President	Tom Rave 6463 Paint Creek Four Mile Rd. Camden, Ohio 45311 TRave@oapff.org	(H) 937-452-3621 (O) 614-488-9920 (F) 614-488-9925 (C) 937-475-1668
Metro Local Representative NO	Jack Reall 379 W. Broad St. Columbus, Ohio 43215 President@local67.com	(O) 614-481-8900 (C) 614-216-0171

Trustee	Jeffery K. Moore 109 Waverly Place Lorain OH 44052 iaffmgoh@yahoo.com	(C) 440-670-0303
Trustee	Jeff Younkins 915 State Route 7 NE Brookfield OH 44403 JYounk@sbcglobal.net	(C) 330-720-2342
Trustee	Ryan Launder 5239 Brookmill Ct. Dayton OH 45414 RLaunder@iaff136.org	(C) 937-545-4003
Sergeant-at-Arms	Dan Mitsch 2920 Mapletree Ct. Cincinnati, Ohio 45236 mitsch681@fuse.net	(H) 513-791-4243 (C) 513-266-0641

O.A.P.F.F. Staff

Director of Health, Safety & EMS	David Bernzweig 140 E. Town St. Suite 1225 Columbus, Ohio 43215 DBernzweig@oapff.org	(O) 614-488-9920 (F) 614-488-9925 (C) 614-774-7446
Director of Operations	Bill Quinn 140 E. Town St. Suite 1225 Trenton, Ohio 45067 OAPFF.OPS@gmail.com	(H) 513-844-8529 (O) 614-488-9920 (S) 513-785-7515 (F) 614-488-9925 (C) 513-593-3030
Director of Governmental Affairs	Jim Carney 140 E. Town St. Suite 1225 Columbus, Ohio 43215 oapfflegdirector@aol.com	(H) 614-478-7713 (O) 614-488-9920 (S) 614-855-7370 (F) 614-488-9925 (C) 614-989-7040
Director of Communications And Public Relations	Doug Stern 140 E. Town St. Suite 1225 Columbus, Ohio 43215 DStern@oapff.org	(O) 614-488-9920 (F) 614-488-9925 (C) 513-919-4311
Office Manager	Joan Ferner 140 E. Town St. Suite 1225 Columbus, Ohio 43215 Joan@oapff.org	(O) 614-488-9920 (F) 614-488-9925 (C) 614-648-1564

01/26/16

OAPFF
Expenditures over $1,000.00
November 19, 2015 through January 25, 2016

Type	Num	Date	Name	Account	Paid Amount
Check	**eft**	**11/29/2015**	**IRS**	**Checking**	
				Tax	-7,562.68
TOTAL					-7,562.68
Check	**eft**	**12/27/2015**	**IRS**	**Checking**	
				Tax	-7,283.46
TOTAL					-7,283.46
Check	**15154**	**11/29/2015**	**Columbus East Town OP&F Inc.**	**Checking**	
				Rent	-3,998.96
TOTAL					-3,998.96
Check	**15155**	**12/15/2015**	**OH AFL-CIO**	**Checking**	
				Dues	-11,997.70
TOTAL					-11,997.70
Check	**15158**	**01/01/2016**	**Columbus East Town OP&F Inc.**	**Checking**	
				Rent	-4,075.63
TOTAL					-4,075.63
Check	**15159**	**01/13/2016**	**OH AFL-CIO**	**Checking**	
				Dues	-12,038.40
TOTAL					-12,038.40
Check	**18646**	**12/01/2015**	**Lake Screen Printing**	**Checking**	
				Members / Locals	-1,550.37
TOTAL					-1,550.37
Check	**18657**	**12/02/2015**	**Hilton Columbus Downtown**	**Checking**	
				Seminar Given	-4,800.00
TOTAL					-4,800.00
Check	**18679**	**12/28/2015**	**Livorno & Arnett Co.,LPA**	**Checking**	
				L&P Fees	-2,633.50
TOTAL					-2,633.50
Check	**18689**	**12/29/2015**	**Ohio Insurance Services**	**Checking**	
				Employee Health C...	-1,917.93
TOTAL					-1,917.93
Check	**18698**	**01/04/2016**	**Berning Printing**	**Checking**	
				FIRST DUE NEWS	-1,182.91
TOTAL					-1,182.91

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OHIO ASSOCIATION OF
PROFESSIONAL FIRE FIGHTERS

Mark A. Sanders, President
Mark Horton, Secretary/Treasurer

140 East Town Street, Suite 1225 * Columbus, Ohio 43215

EXECUTIVE BOARD MEETING SIGN-IN SHEET

Meeting Date:		Location:	

Name	Local #	Local Name
Jeff Moore		OAPFF- TRUSTEE
Jeff Wilkins		OAPFF Treasurer
DOUG STERN		OAPFF
DAVID BORNEWEG		OAPFF
JEFF MOORE		L3518, OP&F
Henry Arnett		Gen. Counsel
Quin McElfresh	109	Newark
MICHAEL MAHER	4307	GENOA TWP.
Brian Palmer	3025	West Licking
JOHN M. CAPRETTA	67	COLUMBUS
David Montgomery	67	Columbus
Joseph C. Rehan		

AMERICA WORKS BEST WHEN WE SAY . . .
UNION YES

OAPFF
Balance Sheet
As of January 26, 2016

	Jan 26, 16
ASSETS	
Current Assets	
Checking/Savings	
Checking	431,028.41
MMA	467,219.25
Ohio Fire PAC	8,551.68
Ohio Fire PCE	6,567.88
Total Checking/Savings	913,367.22
Total Current Assets	913,367.22
TOTAL ASSETS	**913,367.22**
LIABILITIES & EQUITY	0.00

OHIO ASSOCIATION OF PROFESSIONAL FIRE FIGHTERS

December 18, 2015

Mark Sanders, President
Ohio Association of Professional Fire Fighters
140 East Town St.
Columbus, OH 43215

Dear Mark,

I am submitting my resignation as the Dist. 4 Workers Comp and Pension Rep. effective February 1, 2016. My appointment in 2002 after the retirement of Bob Short expanded my responsibility as a representative for the members of the OAPFF.

My notification is also to apprise you that when I retire, there will still be several active Workers Compensation and Disability Pension cases which I was handling. These cases will need to be transferred to a trained Union Representative or an Attorney.

I have enjoyed the opportunity given to me by this great Association to represent the individual members with their Work Injury and Disability Pension cases. Their faith in me has pushed my effort to be the best Representative I could be. I know there have been some cases that I was above my qualifications to properly represent. I hope my referral of their cases resulted in successful resolution. But my satisfaction has always come from assisting each Member to receive the Treatment they deserve that helped them continue their careers as Fire Fighters.

Thank You!

Sincerely,

Ken Kiefer

Ken Kiefer

AMERICA WORKS BEST WHEN WE SAY . . .
UNION YES

Ohio Association of Professional Fire Fighters

Fire Fighter Secondary Employment Report

Prepared by:

Secondary Employment Committee for the 2016 OAPFF Biennial Conference

In the summer of 2012, the OAPFF Executive Board took action to appoint a committee of IAFF/OAPFF Local leaders to study the "Secondary Employment" issue. The issue consisted of members working for other employers as Fire Fighters/EMT/Paramedics on their off days.

Two committee members representing each of the OAPFF's five districts were appointed:

1st District	Chris Nye (Sylvania Twp. L-2243)
	Wes Green (Madison Twp. L-3714)
2nd District	Matt Craddock (Green Twp. L-2964)
	Jim Nix (Solon L-2079)
3rd District	Bob Fitzgerald (Perry Fire District L-3003)
	Harry Wolfe (Boardman Twp. L-1176)
4th District	Jeff Moore (West Chester L-3518)
	Darren Mooney (Green Twp. L-2927)
5th District	Dave McElfresh (Newark L-109)
	Brian Palmer (West Licking L-3025)

The committee also included OAPFF Vice Presidents Joe Richard and Mike Taylor who serve as co-chairs of the committee, and Retiree Vice President Tom Rave who served as recording secretary.

The Committee began formal meetings in 2013 at the OAPFF office in Columbus, with discussion held on a multitude of subjects. Committee members were given material that included:

- IAFF 2008 Convention Report on Secondary Employment

- Associated Firefighters of Illinois Fire Fighter Secondary Employment Report
- Associated Firefighters of Illinois Secondary Employment Committee power point Educational Presentation
- ICMA Center for Performance Measurement Report (Measuring data as it pertained to comparable fire and EMS services in multiple jurisdictions)
- City of Piqua Fire Department Part Time Staffing Evaluation

The Committee was well aware of the contentious nature of "secondary employment" within the fire fighting and EMS community. Each side, both the "pro" and "con" were well represented by the diverse members of the Committee.

Numerous issues were discussed in the first meetings, and while these are too numerous to list here, these topics included:

- How each of the members addressed this issue within their own locals.
- How does working for other IAFF affiliates and/or private companies affect us?
- How does Ohio Police & Fire Pension Fund (OP&F) view secondary employment?
- Does working part time have any effect on the Affordable Care Act?
- Members working part time as it is used against the Local in negotiations.
- The organizing of part timers for the purpose of Collective Bargaining.
- Lay-offs and the problem of IAFF members working part time.
- Part time employees working for multiple departments.
- The feasibility of apprenticeship programs.
- Regionalization.
- The adverse effect on OP&F benefits caused by working part time.
- The effect of working excessive hours.

The committee members decided to focus their attention on IAFF/OAPFF members working part time in other IAFF/OAPFF locals and the impact that this had on our profession. The committee focused on awareness and education in order to bring much needed attention to this contentious issue.

Debate about Secondary Employment.

The committee heard from members who discussed reasons for secondary employment. Conversations were based upon generational ties to the community, newfound friendships, and the involvement in smaller communities afforded to them because of expanded residency or the realization of the lower cost of living. Many members have developed strong friendships with the personnel that they work with in the course of their secondary employment. They are becoming less attuned to the possible threat to their full time employment. Conversely, these developed friendships have caused many of the part time personnel to have no desire to do harm to the full time personnel. Whether a member lived in a large city, a smaller community or township, the committee uncovered common dangers that affect all full-time paid fire fighters and EMS personnel in the State of Ohio.

- The current economic condition and pension funding has caused municipalities and fire protection districts to examine the way they provide fire protection and EMS service.

- The current economic condition has given municipalities and fire protection districts an excuse to examine the pay and benefit level of their employees.

- Secondary employment of experienced union fire fighters is considered a viable option for municipalities and fire protection districts who are exploring ways to cut salaries, benefits, training expenditures, and pension contributions.

- The availability and willingness of experienced union fire fighters and paramedics to work for wages and benefits significantly lower than what their union is bargaining for is a significant factor in the decisions made by fire departments.

- Even affluent communities, who have total revenues in excess of neighboring communities, do not hesitate to use the experience and training paid for by other fire protection districts and municipalities to their benefit.

Dangers of Secondary Employment

It is this committee's opinion that the engagement of IAFF/OAPFF members in secondary employment in "like work" is a real danger and an imminent threat to the future of this great Union, union fire fighter positions, and the advancement of the IAFF and OAPFF. The committee has discovered, and verified, that several municipalities have threatened to supplement or decrease full-time union fire fighter and EMS positions with part-time or paid-on-call personnel. The committee understands that local executive board members face great challenges in regard to this secondary employment issue.

The committee believes that with the seriousness of attacks on our profession, and recent threats in the current public environment, secondary employment not only devalues our pensions, staffing, salaries, and benefits, but also jeopardizes our very existence as full time union fire fighters.

It is with these thoughts in mind, that the committee proposes that the OAPFF, through its' Executive Board, Staff, and the members of this committee, craft an educational program, which should include factual scenarios concerning secondary employment that have adversely affected members and their families.

The committee believes that this educational program will help members better understand the dangers and ill effects that working a secondary job as a fire fighter has on the member and his/her family.

The Committee also recommends that the presentation be sent to each OAPFF affiliated local so that the local leadership may facilitate the understanding of this issue to their members. It is also the hope of the committee that the presentation will be part of the OAPFF curriculum presented at conferences where appropriate.

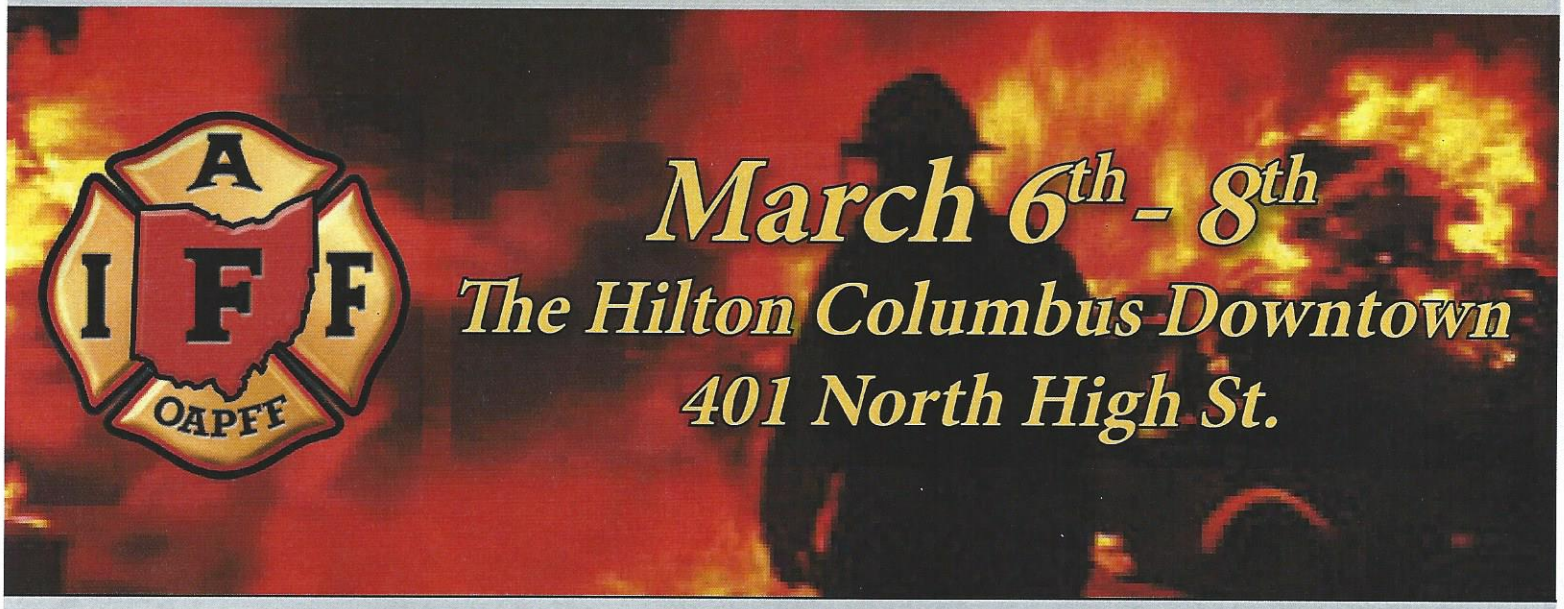
Finally, the committee believes consideration should be given to continuing the important work of the Secondary Employment Committee in addressing this serious and ongoing threat facing our profession.

In Solidarity, respectfully submitted by:

Michael P. Taylor, 3rd District VP & Joseph Richard, 5th District VP
Co-Chairmen OAPFF Secondary Employment Committee

Ohio Association of Professional Fire Fighters

2016 Winter Education Conference



March 6th - 8th

The Hilton Columbus Downtown
401 North High St.

Presentations by Industry Experts

including

Cultural Diversity for Public Safety Officers - Legal Issues / Case Law Update
PTSD and the Fire Service - Community Paramedicine...now what?

IAFF PEP Workshop Topics

LEADERSHIP: Principles of Leadership,
Advanced Leadership - Conflict Resolution,
Building Better Business Relationships

NEGOTIATIONS: Advanced Skills for Negotiators

HEALTH AND SAFETY: Fighting Performance/ Service Level Threats,
Fire Fighter Safety and Deployment Study,
Managing Consultants Reports

COMMUNICATIONS: Social Media,
Media Strategies and Messaging,
Organizing a Community Outreach Program

www.oapff.org

OAPFF

Ohio Association of Professional Fire Fighters

Representing Ohio's Professional Fire Fighters Since 1918

Brothers and Sisters

On behalf of the Ohio Association of Professional Fire Fighters, I am pleased to invite you to attend the 2016 OAPFF Winter Educational Conference.

The program is scheduled for March 6 - 8, at the Columbus Hilton Downtown. This is the OAPFF's premier educational event and is held in conjunction with the IAFF's Partnership in Education Program, PEP. Registration is now underway.

The OAPFF Education Conference's presentations and PEP workshops are designed to help you as local union officials become more effective in representing local members in your role as union officer, advocate, negotiator, and leader.

Providing meaningful educational opportunities is a key goal in assisting you in your important work. This year we have expanded the workshop topics and sessions offered. Many have been specifically developed for OAPFF affiliate leaders at this conference.

On Monday, the General Session will provide multiple panel discussions with a host of industry experts. These topics are timely and important ot our profession. With the recent passage of the OAPFF Legislative Priority with Community Paramedicine, we have the opportunity to learn about the issue as it develops and is in its early stages. Our panel will discuss opportunities and challenges of creating a Community Paramedicine for your local.

On Tuesday, the PEP Workshop Sessions consist of four different educational tracks offering a variety of workshops. The subject matters are focused to help you build the necessary skills to manage your local's affairs and to develop a strategy to fight back against the ongoing attacks in negotiations on wages, benefits, rights and retirement security.

These workshops typically fill quickly and space is limited, so select your workshops and register today!

Join your OAPFF colleagues and Register now for a great OAPFF experience. We look forward to seeing you soon.

Stay Safe, Stay Involved, Stay United

Mark Sanders, President

TUESDAY MARCH 8th, 2016

IAFF Partners in Education Program Sessions

The PEP portion of the conference is broken down into five educational workshops. Each workshop consists of three classes and six hours of instruction. Conference attendees register in one of the five workshops.

Workshop #1 - LEADERSHIP:

Principles of Leadership (2 Hours),
Advanced Leadership - Conflict Resolution (2 Hours),
Building Better Business Relationships (2 Hours)

Workshop #2 - NEGOTIATIONS:

Advanced Skills for Negotiators (6 Hours)

Workshop #3 -HEALTH AND SAFETY:

Fighting Performance/ Service Level Threats (2 Hours),
Fire Fighter Safety and Deployment Study (2 Hours),
Managing Consultants Reports (2 Hours)

Workshop #4 - COMMUNICATIONS:

Social Media (2 Hours),
Media Strategies and Messaging (2 Hours),
Organizing a Community Outreach Program (2 Hours)

The schedule for the March 8th Break Out Sessions will be as follows;

Continental Breakfast	7:00 a.m. – 8:00 a.m.
PEP Session #1	8:00 a.m. – 10:00 a.m.
Break	10:00 a.m. – 10:30 a.m.
PEP Session #2	10:30 a.m. – 12:30 p.m.
Lunch (provided)	12:30 p.m. – 1:30 p.m.
PEP Session #3	1:30 p.m. – 3:30 p.m.

The OAPFF Winter Educational Conference is being held at
The Hilton Columbus Downtown
401 North High Street - Columbus, Ohio 43215
http://www.hiltoncolumbusdowntown.com
(614) 384-8600

Room Rate for this event is $155.00 per night standard room.
Guests may also call toll free at 1-855-380-9591,
to make reservations, reference group name
"Ohio Association of Professional Fire Fighters"

for additional information visit www.oapff.org

TUESDAY MARCH 8, 2016

EDUCATION SEMINAR WORKSHOP TOPICS

Participants will enroll in one workshop.

LEADERSHIP WORKSHOP

Principles of Leadership (2 hours)

This workshop builds on the Dimensions of Leadership workshop by addressing leadership theory and application in day-to-day practical situations. You will address the concepts of leadership principles, micromanagement, change, leadership perspective, and labor/management synergy using examples from corporate America.

Advanced Leadership – Conflict Resolution (2 hours)

The third in the series of Leadership workshops, this workshop will teach you how to become more effective in resolving conflicts. In this workshop, you will complete a profile that will allow you to see how others may perceive you during a conflict or disagreement. You will then move through a series of steps that will take you from judging others to valuing those who have differing opinions. Dimensions of Leadership and Principles of Leadership are pre-requisites for this workshop.

Building Better Business Relationships (2 hours)

Communication skills are essential for effectively conveying ideas. Those skills are sometimes challenged when interpersonal communication is used to address differing opinions. By conscientiously employing rules of civility, leaders can rise above mere communication to achieve stronger working relationships. This workshop will explore the meaning of civility, distinctions made by different generations and strategies for employing civility in everyday situations.

NEGOTIATIONS WORKSHOP

Advanced Skills for Negotiators (6 hours)

To get results at the bargaining table, a negotiator must be able to develop a bargaining strategy and master key negotiation skills. In this six-hour workshop, you will learn how to strengthen your bargaining position, determine an acceptable settlement range, respond to common management tactics and objections, make concessions and package your proposals. You will have opportunities to practice these skills and participate in mock negotiation sessions. This workshop is designed for experienced negotiators who wish to improve their skills at the bargaining table. It is helpful for novice negotiators to register for Preparing for Negotiations: Collective Bargaining, Conducting Negotiations: Collective Bargaining, and/or Negotiation Strategies and Tactics before attending this class.

OAPFF 2016 Education Conference Registration Form

(use a separate form for each attendee)
DEADLINE TO REGISTER IS FEB 29

Name:_____
Local Name and #:_____
Current Local Office/Position:_____
Email Address:_____
Mailing Address:_____
City, State, ZIP:_____
Phone Number: Work: _____ **Cell:**_____

Educational Workshops

choose one workshop only

☐ ***Workshop #1 - LEADERSHIP:***
Principles of Leadership (2 Hours),
Advanced Leadership - Conflict Resolution (2 Hours),
Building Better Business Relationships (2 Hours)

☐ ***Workshop #2 - NEGOTIATIONS:*** *Advanced Skills for Negotiators (6 Hours)*

☐ ***Workshop #3 -HEALTH AND SAFETY:***
Fighting Performance/ Service Level Threats (2 Hours),
Fire Fighter Safety and Deployment Study (2 Hours),
Managing Consultants Reports (2 Hours)

☐ ***Workshop #4 - COMMUNICATIONS:***
Social Media (2 Hours) ,
Media Strategies and Messaging (2 Hours),
Organizing a Community Outreach Program (2 Hours)

PAYMENT INFO

Type of Payment: Check / Visa / Master Card
Payment Amount: _____
Name on Credit Card:_____
Credit Card Number:_____
Billing Address:_____
_____
Expiration Date:_____ **3 digit # on back**___
Checks Payable to: OAPFF

REGISTRATION INFO

Seminar Fee: $245 (breaks, lunch and reception provided)

"HOST HOTEL / LODGING"
LOCALS ARE RESPONSIBLE FOR HOTEL RESERVATIONS
The Hilton Columbus Downtown
401 North High Street
Columbus, Ohio 43215

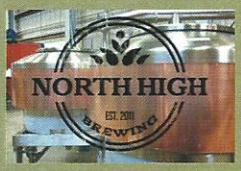
Please send completed forms to: joan@oapff.org
OAPFF; 140 E Town St, Ste 1225; Columbus, OH 43215

Note: only forms with credit card payment may be emailed or faxed

North High Brewing Company

March 6th, 2016

7:00 p.m.



OHIO ASSOCIATION OF PROFESSIONAL FIRE FIGHTERS EDUCATIONAL CONFERENCE

Hilton Columbus Downtown
401 N. High Street
Columbus, OH 43215

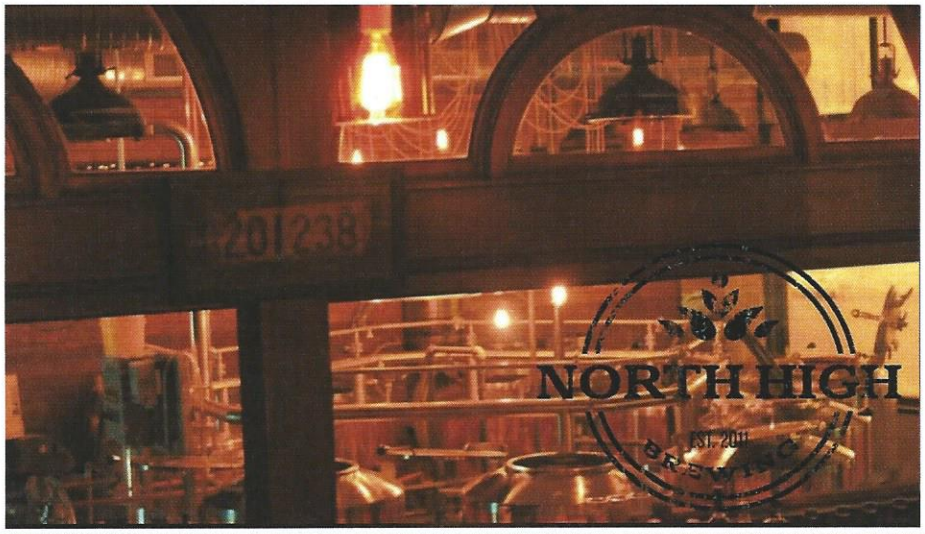
North High Brewing
1288 N High St.
Columbus, Ohio 43201

2016 OAPFF Educational Conference
Kettle Brewing Symposium

Ohio Association of Professional Fire Fighters

$25.00 per person
(limited to the first 25)

The North High Brewing Company is a Columbus based microbrewery that offers a unique blend of experience, retail, and consumption for craft beer enthusiasts.

In addition to being a microbrewery and full bar, those who join us for this event are going to become Brewmaster's for a day, creating our own OAPFF blend of hand crafted beer utilizing their one-of-a-kind "Brew on Premises" equipment. North High Brewing Company's expert brewers will walk us through the process start to finish, ensuring that this batch of OAPFF hooch turns out with the highest level of quality.

You can find additional details for this event along with registration information on our webpage at www.oapff.org.