Celebrating 100 Years

UFA DELEGATE EDUCATION SEMINAR
ATLANTIC CITY, NJ
MAY 9-12, 2017
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April 4th marked the 100th Anniversary of the Uniformed Firefighters Association for it was on this date in 1917 that Firefighter Albert Guinness, Ladder 140, unionized New York City Firefighters. In this past century the UFA has been in the forefront of the labor movement promoting, supporting, and securing the labor rights of firefighters in New York City. You are part of this heritage and by participating in the many educational activities this week you will be better prepared to accomplish member-beneficial objectives and share what you’ve learned when you return to your firehouse.

We ask all members to save the date of Tuesday, September 5th, for a special celebration to take place at Chelsea Piers NYC. A special centennial link will be placed on the UFA website, with additional information concerning journal ads, sponsorship, tickets etc. If any active or retired member has historic photos, news articles, or any other pertinent info from the past 100 years, please send to UFA Centennial c/o UFA, 204 East 23rd St NY, NY, 10010.

This program book is a reference for locations and times of all seminar activities. An educated Delegate body significantly increases the UFA’s effectiveness in negotiations and political efforts. The UFA Executive Board is counting on you to keep your members informed and to have the knowledge needed to guide them when needed. We are confident your investment here will improve your ability to effectively lead in this capacity.

We encourage you to visit our exhibitors, who have informative hand-outs about opportunities and benefits. We also express our appreciation to our generous sponsors who help make this seminar better each year. This is a tremendous undertaking and we rely on their support. Sharing experiences with other Delegates is another important way to pass along institutional knowledge. The FF Michael Boyle Hospitality Suite, generously sponsored by UFA General Counsel Mike Block, is just the vehicle for this! Be sure to visit the Suite after dinner both nights, which is dedicated to our former UFA-staffer, Firefighter Michael Boyle, who made the supreme sacrifice on 9-11-01. Thank you for joining us. We’re sure you’ll enjoy your stay and Happy 100th Anniversary!

Gerard Fitzgerald
President
LeROY C. McGINNIS
Vice President
Seminar Director

A G E N D A
TUESDAY AFTERNOON & EVENING MAY 9, 2017
4:00pm — Check-in ‘till 8 pm: Ballroom Foyer 1- Delegate ID Badge & Seminar Materials Pick-up
4:00pm — Welcome Suite Buffet ‘till 9 pm - Salon 3
5:00pm — Defensive Driving Class - Pageant Room A-C
   Must be pre-registered!  Sponsored by FAST Consultants
8:00am — Check-in: Ballroom Foyer - Delegate ID Badge & Seminar Materials Pick-up

8:00am to 1:00pm

7:45am BREAKFAST - Salons 3 & 4
Sponsored by Prudential Retirement

10:30am to 12:15pm Special Spouse Sessions - Pageant Rooms A-C - Mike Chierico, FAST Consultants, LLC
Mike C will host and introduce several guest speakers who will share information on valuable family resources, programs, and organizations that are available. This session is focused on informing SPOUSES of programs and benefits available to our members and their families. Don’t miss out on the Family Health and Safety tips session combined with fun games, great gifts and raffles.

8:55am — State of the Union by UFA President Gerard Fitzgerald: Gerard opens the seminar with an overview of what the new executive board hopes to accomplish on behalf of our membership. Topics include current critical issues and objectives facing NYC Firefighters both today and in the future.

9:45am — 2016 Legislative Outlook and Review by UFA Vice President & Legislative Chairman LeRoy McGinnis: LeRoy discusses UFA legislative activities and challenges in City Council, Albany, and Washington, D.C., including recent legislative initiatives.

10:15am — The UFA’s Media & PR Strategies by UFA Communications & Public Relations Director Chris Licata & Ed Cunnings of Sunshine Sachs: Chris & Ed will give a general overview of Sunshine’s recent work on behalf of the UFA, along with ideas for handling of both public relations and social media issues.

10:30am — FireFighter Family Transport Foundation by Danny Prince: Danny will give an overview of the work that is done by the FF Family Transport and how it depends on volunteers to help our own.

10:45am — Firefighter Health and Safety Issues by Lt. Robert J. Brown Jr., P.A., Director of the NY FFs Heart & Lung Institute: Lt. Brown is a 20+ year member of the FDNY in L120 & frequently requested national speaker in the fire service. Rob will discuss different types of medical conditions that are being diagnosed and treated in the firefighter. This session will inform members how to develop a baseline and monitor medical conditions. How we can reduce our risk for developing cancer (on and off the fire ground), heart disease, lung problems & PTSD. Learn the importance of early diagnosis to give you the best outcome for a long and healthy career. Learn about the new initiative “A Boys Day out for Your Health” Funded by a grant from the NYS Department of Labor/ Hazard Abatement Board (C16003GG)

11:30am — CD-72/73 & Disability Process Explained by Edward Brown, UFA Treasurer & Lou Sforza, UFA Disability Pension Consultant & Former UFA President / Pension Board Member: It is more important now than ever to properly document your Line-of-Duty injuries and how they occurred if you expect to be protected financially with a disability pension. Eddie & Louie both sit on the Board of Trustees and deal with our members CD-72/73 each month.

12:15pm — Pension & Retirement by Albert Connolly, Director, FDNY Pension & Payroll Bureau: Albert will explain some of the decisions members must make concerning their pensions at retirement. Decisions including excess contributions, rollovers and options, also an update on the Military buyback law.
1:00pm LUNCH - Salons 3 & 4

2:00pm YOUR CHOICE OF WORKSHOPS

Grand Exhibition Center Hall 3 — “Shall there be a convention to revise the Constitution and amend the same?” by UFA Labor Counsel, Paul Linzer, Jen Bentley and Stephen McQuade. Paul, Jen and Stephen will hold a workshop presentation regarding the Referendum question concerning a New York State Constitutional Convention on the ballot this Election Day 2017. Topics for discussion will be the process by which a potential Constitutional Convention is undertaken, historical perspective of past Referenda and past Conventions, possible areas of changes and alternatives to the Convention for reform, especially in the area of pension rights of public employees.

Carousel Rooms A-C — 457 & 401(k) NYC Deferred Compensation Plans by Shauna Marcus & Merrill Crockett from NYC Deferred Compensation Plan: Shauna & Merrill explain the advantages members receive by participating in the 457, 401(k), ROTH 401(k) and NYCE IRA Plans, investment choices and how retiring members can roll their final pension payments into the 401(k) Plan and save on taxes today.

Carousel Rooms D-F — UFA Compensation Accrual Fund (Annuity) by Carl Wagner, and Erin Hannon of Prudential Retirement: Prudential manages your annuity contribution investments and administers the plan. Carl & Erin will explain Prudential's asset allocation program, GoalMaker. They will also help members understand the ins and outs of directing annuity contribution investments, via the web or phone, and the type of investment funds offered in the plan.

Pageant Rooms A-C — Disability Pensions by former UFA President Lou Sforza, UFA Pension Consultant: Lou explains the process of documenting and navigating the FDNY disability pension application system. His expertise will make the difference if you should find yourself in the unfortunate position of having to retire due to a career-ending Line-of-Duty injury.

3:00pm YOUR CHOICE OF WORKSHOPS

Grand Exhibition Center Hall 3 — NYS 529 Program by Gina Pinos. Gina will give a presentation and answer questions concerning FDNY’s voluntary benefit: the NYS 529 College Savings Program Direct Plan. Find out how to save for college through payroll deposit, who you can use the funds for, valuable tax incentives for both contributions and withdrawals.

Carousel Rooms A-C — 457 & 401(k) NYC Deferred Compensation Plans Repeat session - see 2pm workshop description

Carousel Rooms D-F — UFA Compensation Accrual Fund (Annuity) Repeat session - see 2pm workshop description

Pageant Rooms A-C — Disability Pensions UFA Repeat session - see 2pm workshop description

5:00pm EVENING EVENTS

6:00pm — 9:00pm-Exhibit Tables & Booths Open - Grand Exhibition Center 1 & 2

7:00pm — Reception Dinner Buffet & Cocktail Party- Grand Exhibition Center 1 & 2

9:00pm — 12:00am FF Michael Boyle Hospitality Suite 2266 South Tower

Sponsored by Michael N. Block, Esq., UFA General Counsel (Sullivan Papain Block McGrath & Cannavo P.C.)
8:00am — 1:00pm Check-in: Ballroom Foyer - Delegate ID Badge/Seminar Materials Pick-up
(Last chance to pick up Delegate Hand-outs)

7:45am BREAKFAST - Grand Exhibition Center 1 & 2
Sponsored by Healthplex

8:00am — 2:00pm: Exhibit Tables & Booths Open — Grand Exhibition Center 1&2
11:00am — 12:15pm Spouse Session - Grand Exhibition Hall 3 - Presentations by guest speakers
and quick guide to skills for handling everyday emergencies by Mike Chierico FAST Consultants.

8:55am to 1:00pm MORNING GENERAL SESSION - Salon 1 & 2

8:55am What To Do When a Member is Arrested: by UFA Criminal Counsel Robert T. Gallo: Rob explains
what to do when a member is arrested and the range of legal services covered by the UFA. The session will
also address dealing with BITS Interviews and EEO Investigations.

9:20am — UFA General Counsel's Report by UFA General Counsel Mike Block: Mike discusses
important topics of interest to the membership and addresses the legal issues regularly faced by
Firefighters.

9:45am — Employer Support of the Guard and Reserve by Mike Chierico: Mike is the
area chair for ESGR of New Y ork. He will speak about issues affecting our FDNY members that are active
reservists or National guardsmen.

9:55am — FDNY Honor Emergency Fund by Director Stan Reimer: Stan will explain how
this fund assists FFs — active & retired and their dependents based upon need and situation. Beneficiaries
have received assistance to help cover a range of medical expenses, including procedures and balances not
covered by insurance.

10:00am — UFA Field Safety Committee Meeting Carousel Rooms D-F
For Battalion Delegates only!

10:15am — Honeywell, PBI & Hi-Tech: Bobby West, Karen Mandell & Dan Melia: Bobby, Karen,
and Dan will show some of the innovations and improvements to our current Bunker gear and safety
equipment.

10:45am — Firefighter Cancer Awareness by Kristen O’Hagan, ANP-BC, Memorial Sloan-
Kettering Cancer Center: Being a firefighter can affect your cancer risk. Kristen examines studies that
link cancer and the fire service. Information is provided regarding cancer risks and the need for prevention,
screening and early detection.*Funded by a grant from the NYS Department of Labor/Hazard Abatement
Board (C16003GG)

11:25am — FDNY Family Assistance by Evelyn Tesoriero & Mary Travers-Griesche: The
Family Assistance Unit (FAU) is a joint uniformed/civilian unit that assists FDNY families when there is
a death, accident, or serious illness. Members make hospital visits to support families, coordinate trans-
portation, help with notifications and funeral arrangements, and sit and listen.

11:55am — FDNY Safety Unit by Safety Battalion Chief John Sullivan: John provides an
informative update about the operation of the Safety Battalion and how this unit works to pro-
tect our members.

12:15pm — Behavioral Health Challenges and CSU Services by Captain Frank Leto,
Deputy Director of the Counseling Service Unit (CSU): This presentation will highlight the specific
behavioral health challenges that firefighters face and the services available. Research demonstrates that
firefighters experience elevated rates of psychiatric disorders, including depression, excessive alcohol use,
sleep disturbances, and post-traumatic stress disorder. A recent study concluded an alarmingly high career
prevalence of suicidal thoughts and behaviors.
1:00pm LUNCH - Grand Exhibition Center 1 & 2
Sponsored by EmblemHealth

Exhibit Tables & Booths Open in Grand Exhibition Center During Lunch — Closes down at 2:00pm

2:00pm YOUR CHOICE OF WORKSHOPS

Grand Exhibition Hall 3 — FDNY Research & Development: This workshop will be an informative presentation by members of the FDNY R&D unit regarding current & future research, along with a “hands on” of some of the many “tools” being tested by our members.

Carousel Rooms A-C — ITHP Waiver, 50% Indicator, Roth IRAs & NYS College Savings Program by Pension Planner George Duignan, CFP, CPA: George explains how these convenient NYC payroll deduction programs work, detailing the info you need to make your own important investment decisions. He will also show you how to use the FDNY Pension Planner web program, where you enter your specific information to get a better future financial picture based on investment choices today.

Carousel Rooms D-F — UFA Security (Health) Benefits Fund & Medicare by Theresa Carapella, SBF Administrator, Jimmy Dahl, Retiree Liaison: Theresa shares tips on how member benefit claims are handled, and explains what services are available, including dental, prescription drug, and optical benefits. Jimmy explains Medicare benefits (members who retire LODI usually become eligible). CVS/Caremark will also explain changes to the active prescription drug plan.

Pageant Rooms A-C — Friends of Firefighters (FoF) - Anger Management. Presenters: Nancy Carbone, Stephanie Cherry, LCSW, Lauren Johnson, LMFT, Tony Catapano, Retired E202, Danny Prince, Board Member, Cecilia Rudden, Yoga Instructor, Karen Donnelly, Financial Guidance, Katherine Ragazzino, Outreach Worker, Jon Henderson, Rt FDNY: Lose your temper easily? Find yourself often irritable and everyone else irritating? Friends of Firefighters team will discuss how to manage anger more effectively and will review FoFs’ free services and how they assist in anger management. Lastly, Jon will introduce QiGong as a stress relieving exercise.

3:00pm YOUR CHOICE OF WORKSHOPS

Carousel Rooms A-C — ITHP Waiver, 50% Indicator, Roth IRAs & NYS College Savings Program
Repeat session – see 2pm workshop description

Carousel Rooms D-F — UFA Security (Health) Benefits Fund & Medicare
Repeat session – see 2pm workshop description

Pageant Rooms A-C — Friends of Firefighters Anger Management
Repeat session – see 2pm workshop description

4:00pm WORKSHOP

Grand Exhibition Hall 3 — UFA FDNY Pension Statements by Albert Connolly, Deputy Director, FDNY Pension & Payroll Bureau: Albert will give an Explanation of the New Retiree Self-Service. How lump sum Terminal Leave is calculated and how to use Deferred Comp plans to lower the tax implications. He will explain the Uniformed Pension Portal and give a detailed explanation of the pension calculation and option figures. Bring your own calculation and follow along.
**AGENDA**

**THURSDAY EVENING MAY 11, 2017**

6:30pm  **BANQUET COCKTAIL HOUR - Ballroom**
Sponsored by Certilman Balin Adler & Hyman, UFA Labor Counsel

7:30pm  **BANQUET DINNER - Ballroom**
Sponsored by Empire BlueCross BlueShield

- Dinner Wine & Refreshments  
  Sponsored by W. L. Gore and Associates
- Bagpipers for Honoree Event  
  Sponsored by IAFF
- Raffles — See opposite page for the listing of our generous prize donors

10:00pm — **Music & Entertainment**  
Sponsored by AIG

10:00pm — 1:00am  **FF Michael Boyle Hospitality Suite 2266 South Tower**
Sponsored by Michael N. Block, Esq., UFA General Counsel  
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**AGENDA**

**FRIDAY MORNING MAY 12, 2016**

8:45am **BREAKFAST - Ballroom**  
Sponsored by Aetna

9:55am — **Union Meeting — Ballroom**
Important labor issues, health and safety matters, and other fire service-related topics to be discussed.

2:00pm — **Seminar Concludes**

**THANK YOU**

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After 43 years on the job, Kenny completed his last tour of duty on August 13, 2013. He joined the Department on September 5, 1970, and was assigned to Ladder 26 where he worked under Captain John O’Regan. Kenny then worked for two years in Engine 91 and then, after a layoff, was assigned to Engine 39. There he worked until making the move to Ladder 16, although he was loaned to Engine 10/Ladder 10 for six years. He ended his career at Ladder 16.

By every account Kenny, Kenny’s knowledge of firefighting and leadership skills were second to none. He commanded excellence, respect, and engaged brother firefighters and the public with professionalism and courtesy. Out of uniform, Kenny was active at both the Cornell Burn Center and the Kennedy School for the Developmentally Disabled.

When he retired from the FDNY in 2013, his long career was celebrated by brother firefighters, friends, Division and Battalion Chiefs. He left a legacy of hard work, devotion, humor, and compassion toward others which continues to this day.
Raymond R. Phillips, Jr., Ret. Rescue 3, was sworn into the FDNY on November 5, 1977. After graduating from probie school in December 1977, he was assigned to Engine 42. Later he was transferred across the floor to Ladder 56 in 1979 and then to Ladder 29 in September 1980. From there, Ray went to Rescue 3 in June 1990 and was assigned to Special Operations Command in February 1999. He was assigned to TAC on June 1, 2001. Ray retired from the FDNY after 26 years of service on January 16, 2003.

Ray was a union Delegate and continues to be active in the Emerald Society and is the Vice President of the Holy Name Society. On May 20, 2001, Ray was honored as the Bronx, Manhattan, Staten Island Holy Name Society Man of the Year. Ray played for the Bravest Football Team from 1980-1987. In 1985, Ray became the official Santa Claus for the UFA and continues this role annually at the Widow’s & Children’s Christmas Party. Ray married his wife Maureen on June 15, 1984 and has three children, Raymond, Brian, and Courtney.
Retired Firefighter Jimmy Lanza, L43, a Vietnam veteran, was appointed to the FDNY on January 13, 1979 and retired on April 4, 2007, serving 28 years. His firehouse, Engine 53, Ladder 43, is known as El Barrio’s Bravest and is in East Harlem. Jimmy was involved with rescue and recovery efforts at the World Trade Center site where he, and fellow firefighters, pulled 16 people out of the rubble alive. The survivors had been in what is now known as Miracle Stairwell B. Afterward, Jimmy spent months on the pile digging through rubble to recover victims.

He served as a Company Delegate, a Battalion 10 Delegate, and was on the UFA Election Committee and Constitution Committee. He was involved in the Widow’s and Children’s Christmas Party and deeply involved in the UFA’s Political Action Committee participating in many Lobby Days. Diagnosed with a 9/11-related brain cancer in November of last year, his heroic life came to a close when he passed away on April 6, 2017.
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APPENDIX PAGES

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THURSDAY MAY 11th, FROM 8 AM - 2 PM GRAND EXHIBITION CENTER HALLS 1 & 2

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THURSDAY MAY 11th, FROM 8 AM - 2 PM GRAND EXHIBITION CENTER HALLS 1 & 2

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Celebrating 100 Years of UFA History
This year on April 4th the Uniformed Firefighters Association celebrated its Centennial. One hundred years is a milestone not only for the UFA but for the entire Labor Movement in New York City.

The UFA History is updated and included in the seminar program book each year so that we never forget the many accomplishments, hard-fought battles, and victories that have been achieved.

This fall, the UFA is planning a special centennial celebration to commemorate this milestone in labor history. We ask you to join in the celebrations. Full details will be posted on the UFA website www.ufanyc.org.

E 205 - December 20, 1922. Making the last run with the horses.
THROUGH THE 1920’s….

• 1917 FF Albert Guinness (pictured right) formed the Uniformed Firemen’s Association of the FDNY, which became Local 94 of the International Association of Firefighters the following year. Firemen were working “continuous duty,” of 151 hours per week with 3 hours off each day. Annual salary was $1,500.

• 1920 UFA won a 27% increase to a more livable annual salary of $1,900.

• 1921 The Honor Emergency Fund was created to provide financial assistance to active/retired Firefighters and their families due to death, illness or injury.

• 1922 UFA pressure resulted in a two-platoon system of 84 hours per week.

• 1927 Due in large part to the lobbying efforts of the UFA, “Right of Appeal Law” legislation was passed, then granting civil service employees the right to appear before legislative bodies to express grievances. Previous to the enactment of this particular measure, civil service employees could be denied the right by departmental edict.

• 1928 The UFA won the right for referendum vote raising annual salary to $3,000.

THE 1930’s…

• As the Great Depression was taking hold, Mayor Jimmy Walker pressured city workers to take a “payless furlough,” claiming the city was on the verge of bankruptcy.

• 1930’s The UFA was the only group to refuse to submit. Mayor LaGuardia had a bill passed reducing the salaries of all city employees. The UFA fought the measure until it was rescinded.

• 1936 The UFA succeeded in achieving the three-platoon system (or eight-hour day) through a referendum of the voters during the general election.

• 1936 Passage of a local law granting a disability pension for Firemen with line-of-duty injuries.

• 1937 The UFA inserted a provision in the state Constitution, making public employee pensions a contractual requirement of the state.

• 1939 Voters then passed a UFA-sponsored resolution in 1939 reducing a Fireman’s work week from 84 to 50 hours.
THE 1940’s...

- 1940 Two major pension systems were installed in 1940: Article 1, whereby members appointed prior to April 1940 were to pay 5% or 6% of their salaries and Article 1B under which new appointees were required to contribute 9% to 14% on an actuarial basis.

- 1943 The UFA and FDNY established the Medal of Supreme Sacrifice. Some 1,800 members of the Fire Department served in the armed forces during World War II.

- 1944 The three-platoon system was suspended and the remaining members worked 84 hours per week.

- 1946 The workweek gradually reduced to 60 hours per week. First grade FF earns $3,900 per year.

- 1947 A 28-day vacation for Firefighters and numerous pension improvements went into effect.

- 1948 The UFA negotiated a 20-year retirement and a return to the two-platoon system, although the City had the right to keep the three-platoon system. (More improvements came on this in the 1960s.)

THE 1950’s...

- 1950 First grade Firefighter earned $4,400 a year.

- 1953 The Mayor’s Management Survey Committee recommended the elimination of 52 fire houses. The UFA opposed the plan and it was disapproved.

- 1953 46-hour work week won.

- 1953 Uniform allowance

- 1953 UFA starts its 1st Political Action program.

- 1957 A Constitutional Convention came up for approval by the voters, the UFA campaigned against it, and the Convention was defeated. The intention was to invalidate the contractual obligations on pensions.

THE 1960’s...

- The UFA successfully led the battle for increased pensions of widows and retired men.

- 1961 A 40-hour work week mandated by referendum

- 1961 1/60th pension benefit secured for all Firefighters.

- 1961 Four paid holidays successfully negotiated, as well as emergency overtime paid in cash.

- 1961 UFA has abolished three-platoon system both legislatively at the state level and by voter referendum in NYC.

- 1962 Equalized vacations for all first-grade Firefighters.

- 1962 Residency restrictions liberalized. Paid holidays increased to six.

- 1962 Dues check-off inaugurated. Prior to that, all dues had been collected by delegates.

- 1963 Ten paid holidays secured.

- 1963 A two and one-half percent reduction in pension rate achieved.

- 1963 Improved 1/60th bill for Article 1 members.

- 1963 Half final pay for Article 1B members.

- 1963 Honor Emergency Death Benefit increased.
UFA HISTORY

- 1963 UFA’s Security Benefit Fund established.
- 1965 Paid holidays increased to 11 annually.
- 1965 Dental and Optical Plans added to UFA Security Benefit Fund.
- 1965 Members and families given choice of health plans.
- 1965 Death Gamble provided.
- 1965 Payment of time-and-a-half for OT gained.
- 1965 First-grade FF earns $8,483 base pay.
- 1967 Pension contributions reduced by 5%.
- 1967 Longevity established.
- 1967 Pension escalation for disability retirements and service retirements after age 62.
- 1967 Personal leave day granted.
- 1968 The UFA successfully gets the “no strike” clause eliminated from the IAFF Constitution, then seeks approval of the membership to order a strike. This was prompted by the city’s foot dragging in negotiating a new contract. Threats lead to negotiations and a contract within two months.
- 1968 UFA and the City reach agreement on a new benefit for members who retire after 20 years of service — the Variable Supplement Fund (VSF). (Legislation is signed by the Governor in 1970, and the first Oldsmobile payments are made in 1973.)
- 1968 First-grade FF base pay reaches $10,325.
- 1968 Union name is changed from the “Uniformed Firemen’s Association” to the “Uniformed Firefighters Association”.
- 1969 Permanent “Lung Bill” was signed into law by Gov. Rockefeller.
- 1969 Heart Bill. The Heart Bill signed into law (was an original goal of the UFA, beginning with its first President Albert E. Guinness)
- 1969 UFA achieves vested pension option for members after 15 years of service.
- 1969 Through negotiations, the UFA obtains overtime pay for ordered overtime work, as well as night differential.

THE 1970’s.

- 1970 City agrees to increase companies and manning, creating one new Division, five battalions and eight companies. Manning increases to 11,891 Firefighters.
- 1970 UFA-sponsored “one-man, one vote” resolution is adopted by the IAFF, giving New York City’s Local 94 greater representation in the International.
- 1970 Contract demands again fall on deaf ears at City Hall, prompting yet another strike threat from the UFA.
- 1970 $25,000 line-of-duty death benefit achieved for New York City Firefighters.
- 1972 A new contract guaranteed five-man manning on all apparatus.
- 1972 Night differential increased from 5% to 10%.
- 1972 Number of FFs reaches its highest - 12500.
• 1972 The Rand Corporation retained by the City to study the fire service, recommends closing six companies and reloca-
tion of seven others. The plan is implemented, and the UFA responds by holding mass rallies and filing a lawsuit.

• 1973 After several threats over the past few years to hold a job action in response to the city’s unwillingness to negotiate a new contract, the UFA goes on strike. Members walk out at 8:30 a.m. on Nov. 6, but return to work five-and-a-half hours later after Supreme Court Justice Sidney A. Fine ordered the city to negotiate with the union.

• 1973 By December, the union had reached an agreement with the city on a one-year contract.

• 1973 The UFA wins an increase in compulsory insurance (compensation insurance) coverage for active Firefighters from $2,000 to $5,000.

• 1974 The City’s fiscal crisis citing financial problems, disbanded eight companies. The UFA unsuccessfully sued to stop the closings.

• 1974 Base pay of a first-grade Firefighter increased to $17,458.

• 1975-7 The City’s fiscal problems worsen, more than 40,000 city workers are laid off, including 1,600 Firefighters, although 700 are hired back within three days. The UFA continues to provide health, hospital and dental care to these members and their families. The union also is instrumental in getting Federal jobs for 250 brothers and in having another 300 hired in temporary jobs as bus drivers for the Transit Authority.

• 1974-7 The City reneges on minimum manning provisions, reducing to 42 the number of five-man engines. (By 1982, the number of engines riding with five Firefighters is increased to about 140, leaving 71 four-man engines.)

• 1976 The UFA establishes a Security Benefit Fund for retired members.

• 1976 Federal legislation passed providing assistance to the family of a LODD Firefighter, $50,000 to surviving dependents.

• 1976 The first annual Delegate Education Seminar is held.

• 1977-78 As the number of fires soared in the mid-1970’s, and the fiscal crisis began to abate, the city agreed to restore five-man manning on 20 engines. By this time, all Firefighters who had been laid off and wanted to return were rehired by the FDNY. Credo Elvem ipsum etiam vivere.

• 1977-78 New programs created by UFA includes free legal consultation and voluntary group life insurance program.

• 1977-78 UFA achieves increase in pensions for line-of-duty widows through legislative actions signed by Gov. Carey.
UFA HISTORY

• 1977-78 Union negotiates increases in compulsory insurance coverage for active Firefighters from $5,000 to $7,500, retired Firefighters from $2,000 to $4,000.

THE 1980’s...

• 1980 UFA plays key role with Uniformed Forces Coalition, two-year contract, salary raises of 9% and 8% and no give-backs.

• 1980 Members vote to end the union’s 63-year affiliation with the IAFF.

• 1980 Problems at the medical office, which had been brewing for years, came to a head, the UFA and 1,000 Firefighters rallied outside the Medical Office to protest mistreatment and improper care rendered. The protest led to the appointment of a special panel by Mayor Koch which recommended several operational changes at the Bureau.

• 1980 UFA filed for a court injunction to halt the retest of women who failed the FD physical.

• 1981 After many years of struggle, a supplemental cost-of-living increase was passed by the state Legislature, providing pension increases of 3% to 29% for retirees.

• 1980-82 9% and 8% compounded wage increases plus 3% in supplemental improvements with no concessions.

• 1982 The Article 1B Fire Department Pension Fund was on the verge of insolvency. At that time benefits were being paid by liquidating monies from the fund principal. The UFA resolved a $1.2 billion deficit. Through negotiations, the City agreed to add additional monies to the system over the next 35 years to ensure fiscal solvency. This funding agreement is ongoing until 2015.

• 1982 Unified, more than 10,000 Firefighters, police officers and correction officers marched on City Hall. Negotiating once again under the umbrella Uniformed Forces Coalition, several months later a two-year contract of 8% per year, one-percent higher than the civilian coalition.

• 1983-4 The UFA secures law for FFs laid off in 1975 and later rehired the right to buy back time for pension credit. Affected about 950 Firefighters.

• 1983-4 Back wages deferred as a result of the mid-70’s fiscal crisis were negotiated by the UFA.

• 1983-4 Union sues to bring five-Firefighter minimum-manning level to the remaining 71 engine companies still riding with four Firefighters.

• 1983-4 UFA lobbying resulted in a $5.2 million boost in the FDNY budget, including the creation of two new engine companies, two truck companies, one battalion and the Haz Mat unit.

• 1985-89 A negotiated contract is rejected by the Executive Board and the delegates. The sticking point is the city’s offer to restore 5-Firefighter manning to only six additional engine companies, out of 73 that still have four-Firefighter manning. Membership rejected two negotiated agreements. UFA forced into an arbitration. The city’s Office of Collective Bargaining “scoped out” several key provisions, including minimum manning, vacation, the group chart and the Firefighter’s job description. It would take several years and several negotiated contracts to win back some of these important provisions.
THE 1990’s... 

- 1990-91 Calling it unsafe for Firefighters and citizens, the UFA urged the city’s Office of Collective Bargaining to eliminate the Fire Department’s roster manning program which, despite promises to the contrary, had failed to provide promised manning levels on engines (five Firefighters) the majority of the time.

- 1991 The UFA launches a political action committee, Fire PAC, to fund effective lobbying efforts in City Hall, Albany and Washington, DC.

- 1991 The union purchased a five-story building in Manhattan as its new Headquarters.

- 1991 Proposed draconian cuts of 10% of the FDNY budget, including firehouse closings, are avoided due to intense UFA lobbying efforts. The Department takes only a $1.3 million budget hit, out of a proposed $57 million cut.

- 1993 A pilot CPR program begins in Brooklyn, where Firefighters respond to medical emergencies. The program, established without union input due to the loss of the Firefighter’s job description in the ‘87-90 arbitration, is expanded a year later to include the use of defibrillators.

- 1994 The Cancer Bill, allowing for line-of-duty pensions for members disabled by six different types of cancer, was signed into law by Gov. Cuomo, capping an eight-year struggle to protect Firefighters and officers.

- 1995 UFA settles Roster Staffing hearings restoring five-man manning to 61 engine companies. In conjunction, 96 hours of RSOT is guaranteed for every firefighter.

- 1995 Members vote 2-1 to re-affiliate with IAFF.

- 1995 First Legislative Day in Albany sponsored by UFA. Attended by several dozen members.

- 1996 Major UFA victory is won with the elimination of the Home Visitation and PMLA programs through a federal lawsuit.

- 1996 The Compensation Accrual Fund (CAF), or annuity, is converted into a self-directed plan. Members have direct control over their investment funds.

- 1997-98 UFA negotiates 5-year contract which includes chauffeur pay and restoration of several key provisions lost in disastrous 1987-90 arbitration decision: 39 hours vacation leave, and increased longevity and annuity pay. In addition, the contract included provision for Safety Committee comprised of Department and union officials which results in an additional five 5-man engine companies, bringing UFA-negotiated number up to 66 five-man engines. UFA negotiates and members ratify CFR-D agreement including a 3% pay dif-
ferential, retroactive pay, training for ladder company members, and a voluntary feature that ultimately makes the program optional for all Firefighters. Unfortunately, the civilian pattern which included two years of zero, was part of the deal.

**2000 TO THE PRESENT**

- **2001** Terrorist attack World Trade Center. The UFA in partnership with the IAFF established the 9/11 Fund, and dispensed millions to our families in need.
- **2001** The years of persistence through political efforts and the courts wins the UFA and PBA the absolute right to arbitrate impasse contracts through state PERB—removing us forever from the City’s tilted system.
- **2002** A LOD Funeral Fund was established to provide for members to travel to Firefighter memorial and funeral services nationwide.
- **2002** Unified, more than 10,000 firefighters & police rally in sweltering summer heat at Time Square, which resulted in contracts that eliminated 6 months of zeroes.
- **2002** Historic first PERB award granted to PBA. Leveraging that award, the UFA negotiated a contract which exceeded the uniform coalition pattern established by civilian unions.
- **2002-3** UFA harnesses the newest communication technology. Launches instantaneous telephone, fax and e-mail broadcast systems to firehouses, Delegates and entire membership, providing instantaneous info to the field. UFA website enhanced to include the most up-to-date information about union initiatives.
- **2003** Major UFA legislative win to expand the Cancer Bill to include cancers involving the neurological, breast and reproductive systems as presumed LODI.
- **2003** UFA efforts through public rallies and successful lobbying stopped the closing of 2 of the 8 firehouses Mayor Bloomberg had on chopping block.
- **2004** Pension loans legislative win allows retiring members to borrow up to 90% of contributions.
- **2005** UFA reactivates legislative/lobby day program in Albany with bus loads of FFs to push for WTC Presumptive Illness Bill’s passage.
- **2005** WTC Presumptive Bill signed into law on June 15, 2005. This landmark bill, which was secured because of the tireless lobbying efforts of the UFA and its members of Fire PAC, allows for firefighters who become injured as a result of the work performed at the attacks and later on, the clean-up, at the World Trade Center to be eligible for accidental disability pension, even if already retired.
- **2005** In December a new contract was overwhelmingly ratified by the membership. Four-year contract is retroactive to 2002 and provides a compounded 17.5% raise for NYC Firefighters. Civilians agreed to 4% over 3 years.
- **2005** The contract extends the roster staffing agreement another 5 years and increases the number of engines operating citywide with 5-firefighters, a critical win for New York’s firefighters.
- **2006** Stroke Bill Signed by Governor Pataki. UFA is successful in its lobbying efforts of the State Assembly, Senate and Governor’s office. UFA members who suffer from strokes are protected with
LODI pensions. The Bill retroactively covers 4 members.

- **2006 WTC LOD Death Pension.** UFA is successful in getting this bill signed into law. Families of members who die as a result of a WTC presumed illness will now receive full LOD pensions—even if the death occurs after the member is retired. This law retroactively applies to families of all members who died prior to its signing into law.

- **2006 WTC LODI Prescription Drug Card approved.** UFA is successful in convincing the City to provide LODI drug cards for all members who are ill as a result of exposure at WTC. Members no longer use UFA SBF money, or cash out of their own pockets.

- **2007 The UFA led the Uniformed Unions in setting the CBA pattern by settling its contract first.** For the first time ever, the contract contained reopener language for the current and previous contracts. This contract was groundbreaking because it secured a 12% increase in the base pay for special assignment duty to Haz-tech companies, the Squads, and Rescue Companies (a total of 17 Companies). This increase was at no cost to our members. The contract also eliminated Extra-Departmental Employment filing requirements.

- **2008 Contract Reopened - The UFA was successful in getting the 2004-06 contract reopened and increased by 3.48% retroactively the base salary of all first-grade firefighters.** The reopener was achieved due to unique language the UFA negotiated in the 2006-08 contract in order to maintain parity with the PBA if the PERB arbitration award exceeded the UFA agreement for the same period.
  
  - Thus, the parity that has existed between firefighters and police for 140 years remains.
  
  - **2008-10 Contract two 4% raises over 24 months, with additional benefits, including a longevity escalator, with automatic increases and compounding of all existing longevity steps.** For the first time ever, firefighter longevity pay will increase and compound at the same percent rate as all future base salary increases.

- **2011 After many years of lobbying by the UFA, Congress passed and the President signed The James Zadroga 9/11 Health and Compensation Act of 2010.** This important legislation will provide funding for health screening and treatment for firefighters that responded to the 9/11 terrorists attacks. In addition, it re-opens the Victim's Compensation Fund for firefighters who have suffered an injury and for the families of firefighters that have succumbed to those injuries.

- **2011 Albany passed the Pension Protection Bill - This is the first time firefighters are guaranteed to not lose their pensions as a result of a disciplinary matter unless convicted of a felony.**
• 2011 On June 3rd, 15,000 firefighters and supporters, protesting the threatened closing of 20 firehouses, were led by the UFA across the Brooklyn Bridge to City Hall Park. The UFA was joined by the General President of the IAFF Harold Schaitberger, as well as dozens of federal, state, and city politicians supporting us. This was a turning point in convincing the Bloomberg Administration that closing firehouses was a mistake.

• 2011 Memorials for the 10th Anniversary of the 911 Terrorist Attacks on the World Trade Center were observed at the Firefighters Monument and throughout the City. Crowds were understandably large with thousands of firefighters from across the country and the world joining the UFA in honoring the memories of our 343 fallen brothers and those who have died subsequent to the attacks.

• 2012 New members joined the UFA in the past year. In August 2012, LeRoy McGinnis, E-266 was elected UFA Recording Secretary. He previously served as Queens Trustee since 2009. Matthew DesJardin, E-325, was elected UFA Queens Trustee in September 2012. In October 2012, Eric Bischoff, E-161 was elected UFA Staten Island Trustee; and Gerard Fitzgerald, E-318 was elected UFA Sergeant-at-Arms/Health & Safety Officer.

• 2013 March 2013, Vincent Speciale E-55 was elected UFA Manhattan Trustee.

• 2014 In January, Governor Cuomo signed the Legacy Credit Bill (introduced in the legislature in 2013) that made technical corrections to the existing credits. As a result, 13 candidates, each of whom had a parent die as a result of a WTC illness, were able to enter the FDNY training academy on January 27th.

• 2014 After his 5th consecutive election win, UFA President Stephen Cassidy, E-236, became the longest-termed President in UFA history. Vice President James Slevin, L-7, was also reelected for his 5th term, as was Brooklyn Trustee John Kelly, E-201. Former Bronx Trustee Edward Brown, L-48, was elected to Treasurer, and William Greco, E-68, was newly elected as Bronx Trustee.

• 2015 In a bipartisan spirit on a crucial issue in December, Congress agreed to reauthorize the James L. Zadroga 9/11 Health Compensation. The bill provides health care for those sickened by the toxins in the air around Ground Zero in the aftermath of the 9-11 attacks. It expired in the fall and was at risk of not being funded. Congress included the extension – as well as funding for the Victims Compensation Fund – in its omnibus spending package.

• 2015 The UFA ratified the union’s 2010-2017 collective bargaining agreement (CBA) with the de Blasio Administration. The new contract permanently increases by 20 the number of five-firefighter engine companies in the city and also permanently guarantees five-firefighter staffing levels on all FDNY ladder companies. The agreement mandates that these increased staffing levels remain in place, even after the expiration of the current contract.

• 2016 In May, NYS Governor Andrew Cuomo signed the Military Buyback bill into law. The bill, S7160, will allow all public employees to obtain up to three years additional retirement credit for their military service, with no
restrictions based on where or when they served. For the first time women will also be eligible.

• 2016 - The New York State Assembly and Senate unanimously approved legislation in June granting New York City Firefighters, hired since June 2009, similar disability protections to more senior FDNY firefighters. The bills, A10567/S08015 restored disability protections to New York City Firefighters that were lost after former Governor David Paterson vetoed Tier II disability extender legislation for New York City Firefighters. Governor Andrew Cuomo signed into law the restoration of real disability protections for all New York City Firefighters.

• 2016 – In September, following Steve Cassidy stepping down as union President after 14 years, UFA Vice President James Slevin assumed the duties as President for the remainder of the term that concluded on April 30, 2017. After a second ballot, Gerard Fitzgerald, who was serving as interim Vice President, was elected UFA President and began serving his term on May 1, 2017.
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