

Uniformed Firefighters Association



Seminar Journal 2023

May 9 - May 12

Atlantic City, NJ

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SEMINAR

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JOSEPH CONNOLLY
Fire Marshal Representative

It is our great pleasure to welcome you to the 2023 Delegate Education Seminar at the Tropicana Casino in Atlantic City, New Jersey! After a successful return last year, we are thrilled to once again host this annual event, bringing together some of the most dedicated and passionate union leaders from across our membership.

The UFA Delegate Education Seminar is not just another conference - it is an opportunity to equip our delegates with the knowledge, skills, and tools they need to be effective advocates for their members. This year, we have put together an exciting program that is designed to help you better understand the issues facing our members, and to give you the tools you need to be an even more effective representative.

Our program is packed with informative courses and workshops covering a range of topics, including health and safety, collective bargaining, members' rights, legislation, disability processes, pension and retirement, and more. We have carefully selected our speakers and workshop leaders to ensure that you receive the most current, relevant, and useful information possible.

In addition to the educational aspects of the seminar, we have also arranged for a wide range of exhibitors and sponsors to be present, providing you with the opportunity to learn about the latest products and services that are tailored to the needs of New York City firefighters. We encourage you to take some time to visit their exhibits and speak with their representatives - you never know what valuable information or resources you may discover!

We extend our sincere gratitude to all our sponsors who make this seminar possible year after year. Their support is invaluable, and it allows us to continue providing the best services and programs to our membership.

We know that one of the most valuable aspects of the seminar is the opportunity to connect with other delegates, members and professionals in their specialized field, and we hope you take advantage of the ample opportunities to make meaningful connections, expand your network, engage with fellow delegates and gain practical skills and knowledge to bring back to the firehouse.

We have also taken care to ensure that your experience at the seminar is as comfortable and enjoyable as possible. And of course, we will be providing delicious meals and refreshments to keep you fueled and focused throughout the seminar.

We can't wait to see you at the seminar and share this exciting experience with you. We thank all our guests, attendees, and sponsors for showing up in support of our current delegates and members, and we hope that you enjoy your stay at our 2023 Delegate Education Seminar.

Fraternally,

Vincent Speciale
Recording Secretary
Uniformed Firefighters Association

Andrew Ansbro
President
Uniformed Firefighters Association



Uniformed Firefighters Association 2023 Seminar Schedule

Refer to the agenda on the following pages for speakers, sponsors and class descriptions.

Tuesday, May 9, 2023

4:00 PM – 8:00 PM: SEMINAR REGISTRATION | Ballroom Foyer
4:00 PM – 9:00 PM: WELCOME RECEPTION | Rooftop Lounge

5:00 PM – 7:00 PM: DEFENSIVE DRIVING CLASS | Pageant A-C
7:00 PM – 9:00 PM: FIELD SAFETY COMMITTEE MEETING | Pageant A-C

Wednesday, May 10, 2023

7:45 AM – 9:00 AM: BREAKFAST | Salon 3-4
8:00 AM – 1:00 PM: SEMINAR REGISTRATION | Ballroom Foyer

GENERAL SESSIONS

9:00 AM: STATE OF THE UNION | Salon 1-2
9:45 AM: 2023 LEGISLATIVE OUTLOOK | Salon 1-2
10:15 AM: COFFEE BREAK | Salon 1-2
10:30 AM: UFA GENERAL COUNSEL REPORT
11:00 AM: WHAT TO DO WHEN A MEMBER IS ARRESTED | Salon 1-2
11:30 AM: CD-72 DISABILITY PROCESS | Salon 1-2
12:00 PM: PUBLIC SECTOR LEGAL PROCEEDINGS | Salon 1-2
12:30 PM: IAFF OUTLOOK | Salon 1-2

1:00 PM – 2:00 PM: LUNCH | Salon 3-4

WORKSHOPS

2:00 PM – 3:00 PM: UNDERSTANDING TIER 3 | Salon 1-2
3:00 PM – 4:00 PM: UNDERSTANDING TIER 2 | Salon 1-2
4:00 PM – 5:00 PM: ANNUITY | Pageant A-C
4:00 PM – 5:00 PM: DISABILITY PENSIONS | Salon 1-2
5:00 PM – 6:00 PM: NYS 529 PROGRAM | GEC 3
5:00 PM – 6:00 PM: FRIENDS OF FIREFIGHTERS | Carousel

EVENING

5:30 PM – 7:00 PM: RETIREE RECEPTION
6:00 PM – 7:00 PM: EXHIBIT TABLES (DELEGATES) | GEC 1-2
7:00 PM – 9:00 PM: EXHIBIT TABLES (ALL) | GEC 1-2
7:00 PM – 9:00 PM: RECEPTION DINNER | GEC 1-2
9:00 PM: MICHAEL BOYLE HOSPITALITY SUITE | Castanet Mtg Rm

Thursday, May 11, 2023

7:45 AM – 9:00 AM: BREAKFAST | GEC 1-2
8:00 AM – 1:00 PM: SEMINAR REGISTRATION | Ballroom Foyer
8:00 AM – 2:00 PM EXHIBIT TABLES (ALL) | GEC 1-2
11:00 AM – 1:00 PM: RETIREE EXHIBITOR MEETING | GEC 3

GENERAL SESSIONS

9:00 AM: FDNY SAFETY UNIT | Salon 1-2
9:30 AM: FDNY RESEARCH & DEVELOPMENT | Salon 1-2
10:00 AM: FIREFIGHTER HEALTH & SAFETY | Salon 1-2
10:20 AM: FIREFIGHTER CANCER AWARENESS | Salon 1-2
10:40 AM: FAMILY ASSISTANCE UNIT | Salon 1-2
11:00 AM: CSU SERVICES | Salon 1-2
11:20 AM: FDNY HONOR EMERGENCY FUND | Salon 1-2
11:40 AM: FIRE FAMILY TRANSPORT FOUNDATION | Salon 1-2
12:00 PM: EMPLOYER SUPPORT OF THE GUARD | Salon 1-2
12:20 PM: PUBLIC SAFETY OFFICERS' BENEFIT | Salon 1-2
12:40 PM: WTC HEALTH PROGRAM / PRESCRIPTIONS | Salon 1-2
1:00 PM – 2:00 PM: LUNCH | GEC 1-2

WORKSHOPS

2:00 PM – 3:00 PM: 457/401K DEFERRED COMP | Salon 1-2
3:00 PM – 4:00 PM: UFA RETIREE PLANNER | GEC 3
4:00 PM – 5:00 PM: S.S. DISABILITY / VETERAN BENEFITS | GEC 3
4:00 PM – 5:00 PM: BURNED MOVIE SCREENING | Carousel
5:00 PM – 6:00 PM: NYC FIRE PENSION FUND | GEC 3
5:00 PM – 6:00 PM: ANNUITY | Carousel

EVENING

6:30 PM – 7:30 PM: BANQUET COCKTAIL HOUR | Ballroom
7:30 PM – 10:00 PM: BANQUET RECEPTION | Ballroom
8:00 PM – 11:30 PM: BAGPIPERS, HONOREE CEREMONY
MUSIC & ENTERTAINMENT | Ballroom
10:00 PM: MICHAEL BOYLE HOSPITALITY SUITE | Castanet Mtg Rm

Friday, May 12, 2023

8:00 AM – 10:30 AM: SEMINAR REGISTRATION | Ballroom Foyer
10:00 AM – 12:00 PM: UNION MEETING | Salon 1-3

8:45 AM – 10:00 AM: BREAKFAST | Salon 1-3
12:00 PM: SEMINAR CONCLUDES



Labor Counsel to the Uniformed Firefighters Association

Paul Linzer and Jennifer Bentley proudly represent the Uniformed Firefighters Association of Greater New York, Local 94. They have a long and successful history of representing various public sector unions in all aspects of labor law litigation and negotiations, as well as individual union members in their personal legal matters.

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Our city has gone through a lot of change, but one thing hasn't: our unwavering support for the whole health of New York's bravest.

As always, we continue to strive to have an impact on the total health and well-being of those who have dedicated their lives to protect ours.

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AGENDA

Tuesday, May 9, 2023

Welcome to the 2023 Delegate Seminar!

4:00 PM - 8:00 PM SEMINAR REGISTRATION

SPONSORED BY Winston

LOCATION Ballroom Foyer

Attendees are asked to sign in at the Seminar Registration booth and pick up seminar materials. Delegates should stop here to pick up their Delegate Gift.

4:00 PM - 9:00 PM WELCOME RECEPTION

SPONSORED BY MetroPlusHealth

LOCATION Rooftop Lounge

The Rooftop Lounge will be open for attendees to stop by and grab a light bite as we kick off the 2023 Delegate Seminar.

5:00 PM - 7:00 PM DEFENSIVE DRIVING CLASS

LOCATION PAGEANT A-C

SPEAKER MIKE CHIERICO

Pre-registration is required for this class! To register, delegates can call Mike Chierico directly at 631-587-2435 or 516-527-5838, or email fastcons@cs.com. Please clearly leave your name, unit and telephone number to register. Be sure to provide information for all registrants.

7:00 PM - 8:00 PM FIELD SAFETY COMMITTEE MEETING

LOCATION PAGEANT A-C

SPEAKER MIKE SCHREIBER

Battalion Delegates are asked to report to this meeting to discuss matters relevant to Health & Safety.



AGENDA

Wednesday, May 10, 2023

7:45 AM - 9:00 AM **BREAKFAST**

SPONSORED BY Empower | LOCATION Salon 3-4

8:00 AM - 1:00 PM **SEMINAR REGISTRATION**

SPONSORED BY Winston | LOCATION Ballroom Foyer

Morning General Sessions

9:00 AM - 1:00 PM

SPONSORED BY NY Bravest Federal Credit Union

LOCATION Salon 1-2

9:00 AM **STATE OF THE UNION**

SPEAKER ANDREW ANSBRO

UFA President Andrew Ansbro will open the seminar with an overview of what the Executive Board has been fighting for on behalf of our membership. Current objectives and issues facing NYC Firefighters, both today and in the future, will be discussed.

9:45 AM **2023 LEGISLATIVE OUTLOOK**

SPEAKER ROBERT EUSTACE

UFA Vice President Bobby Eustace will discuss UFA legislative activities and challenges in City Council, Albany, and Washington, D.C., including recent legislative wins and initiatives.

10:15 AM **COFFEE BREAK**

10:30 AM **UFA GENERAL COUNSEL REPORT**

SPEAKER TJ MCMANUS, ESQ

UFA General Counsel TJ McManus will address legal issues regularly faced by NYC Firefighters, and will discuss the ongoing legal matters that our Counsel brings to the courts.

11:00 AM **WHAT TO DO WHEN A MEMBER IS ARRESTED**

SPEAKER ROB GALLO, ESQ

UFA Criminal Counsel Robert Gallo will explain what to do when a member is arrested, along with the range of legal services covered by the UFA. The session will also address dealing with BITS Interviews and EEO Investigations.

11:30 AM **CD-72 DISABILITY PROCESS**

SPEAKER EDDIE BROWN

UFA Treasurer Eddie Brown will advise members on the CD-72/73 and Disability Processes to ensure proper documentation of Line-of-Duty injuries and how they occurred, a crucial process for financial protection with a disability pension. Eddie sits on the Board of Trustees and deals with our members' CD-72/73's each month.

12:00 PM **PUBLIC SECTOR LEGAL PROCEEDINGS**

SPEAKER PAUL LINZER, ESQ. & JEN BENTLEY, ESQ.

UFA Labor Counsel Paul Linzer will discuss the various legal mechanisms available to enforce and protect the contractual and legal rights of the UFA membership through challenges to violations or wrongful applications of the Union's Collective Bargaining Agreements or FDNY policies, or when asserting violations of the New York City Collective Bargaining Law by the City and Department.

12:30 PM **IAFF OUTLOOK**

SPEAKER JAMES SLEVIN

First District IAFF Vice President James Slevin will provide members with an overview of the IAFF and how they support UFA membership.

AGENDA

Wednesday, May 10, 2023

1:00 PM - 2:00 PM **LUNCH**

SPONSORED BY Healthplex | LOCATION Salon 3-4

Afternoon Workshops

2:00 PM - 6:00 PM

SPONSORED BY CPS Optical

2:00 PM - 3:00 PM **UNDERSTANDING TIER 3**

LOCATION SALON 1-2

NYC Fire Pension Fund Director of Administration Albert Connolly will discuss current Tier 3 retirement benefits. Members appointed on or after July 1, 2009 are in Tier 3. All delegates are strongly encouraged to attend this workshop.

3:00 PM - 4:00 PM **UNDERSTANDING TIER 2**

LOCATION SALON 1-2

NYC Fire Pension Fund Director of Administration Albert Connolly will discuss current Tier 2 retirement benefits.

4:00 PM - 5:00 PM **ANNUITY**

LOCATION PAGEANT A-C

Carl Wagner and Alex Muentes of Empower, the company that manages your annuity contribution investments and administers the plan, will explain Empower's asset allocation program, GoalMaker. They will also help members understand the ins and outs of directing annuity contribution investments and the type of investment funds offered in the plan.

4:00 PM - 5:00 PM **DISABILITY PENSIONS**

LOCATION SALON 1-2

UFA Pension Consultant and Former UFA President Lou Sforza will explain 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.

5:00 PM - 6:00 PM **NYS 529 PROGRAM**

LOCATION GEC3

Learn more about your voluntary benefit. NY's 529 College Savings Plan can make college more affordable for your loved one. It's never too early to start saving for college. You can open an account for anyone – child, grandchild, friend – even yourself. This workshop, presented by Lissette Ramos-Johnson, will dive into what 529 is, what the tax advantages are and what it can be used for. Lissette is a FINRA (Series 6 & 63) licensed representative.

5:00 PM - 6:00 PM **FRIENDS OF FIREFIGHTERS**

LOCATION CAROUSEL

Join Friends of Firefighters as they present new ways to assist members with PTSD. Discussion will focus on recent changes and new trauma protocols, and how FoF utilizes several modalities to alleviate the effects of trauma - including but not limited to: acupuncture, reiki, ukulele groups, and hiking. Explore skills and best practices for yourself, your family members, and your FDNY family.

Wednesday Evening Events

5:30 PM - 7:00 PM **RETIREE RECEPTION**

SPONSORED BY Napoli Shkolnik

Retirees are welcome to join Marty Tighe for a light reception before joining the Delegates at the Reception Dinner. See Marty for location details.

6:00 PM - 7:00 PM **DELEGATE SWAG CRAWL (EXHIBIT TABLES)**

SPONSORED BY Express Scripts | LOCATION GEC 1+2

Exhibit Tables are open to delegates only for the first hour.

7:00 PM - 9:00 PM **RECEPTION DINNER | EXHIBIT TABLES**

SPONSORED BY Certilman Balin Adler & Hyman | LOCATION GEC 1+2

All are welcome to the exhibit tables while we host an evening reception buffet dinner & announce the raffle winners.

9:00 PM **MICHAEL BOYLE HOSPITALITY SUITE**

SPONSORED BY SPBMCC | LOCATION Castanet Meeting Room

Sullivan Papain Block McGrath Coffinas & Cannavo will be hosting their annual hospitality suites.

AGENDA

Thursday, May 11, 2023

7:45 AM - 9:00 AM **BREAKFAST** SPONSORED BY Fusco, Brandenstein & Rada, PC | LOCATION GEC 1+2

8:00 AM - 1:00 PM **SEMINAR REGISTRATION** SPONSORED BY Winston | LOCATION Ballroom Foyer

8:00 AM - 2:00 PM **EXHIBIT BOOTHS** SPONSORED BY Express Scripts | LOCATION GEC 1+2

Morning General Sessions

9:00 AM - 1:00 PM SPONSORED BY Mid-Island Mortgage Corp. LOCATION Salon 1-2

9:00 AM **FDNY SAFETY UNIT** SPEAKER CHIEF MICHAEL MEYERS

The Safety Unit will both provide informational updates about the Safety Command and how this unit works to protect our members.

9:30 AM **FDNY RESEARCH AND DEVELOPMENT** SPEAKER FDNY R&D

Members of the FDNY Research and Development Unit will present on current affairs.

10:00 AM **FIREFIGHTER HEALTH AND SAFETY** SPEAKER ROBERT BROWN, RPA-C

Director of the NY Firefighter Heart & Lung Institute, Retired Lieutenant (Squad 41) Robert Brown Jr., RPA-C, will discuss different types of medical conditions that are being diagnosed and treated in the firefighter community. Learn the importance of early diagnosis and give yourself the best outcome for a long and healthy career. Visit www.fdneyheart.com for health tips.

10:20 AM **FIREFIGHTER CANCER AWARENESS** SPEAKER CHRISTINE SPECIALE, NPR

Christine Speciale, Nurse Practitioner at Memorial Sloan-Kettering Cancer Center, will examine studies that link cancer and the fire service. Information will be provided regarding cancer risks and the need for prevention, screening, and early detection.

10:40 AM **FAMILY ASSISTANCE UNIT** SPEAKER TIMOTHY CARROLL

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 transportation, help with notifications and funeral arrangements, and sit and listen.

11:00 AM **COUNSELING SERVICES UNIT** SPEAKER: LT. ANDREW KANE

Lt. Andrew Kane of CSU will highlight the specific behavioral health challenges that firefighters face and will discuss the services that CSU offers to help combat this.

11:20 AM **FDNY HONOR EMERGENCY FUND** SPEAKER KRISTEN HARTMAN

Executive Director of the FDNY Honor Emergency Fund, Kristen Hartman, will discuss the Fund and how it can be of assistance to those in need.

11:40 PM **FIRE FAMILY TRANSPORT FOUNDATION** SPEAKER DAN PRINCE

Fire Family Transport Foundation Treasurer Danny Prince will give an overview of the work that is done by the Foundation and how it depends on volunteers to help our own.

12:00 PM **EMPLOYER SUPPORT OF THE GUARD & RESERVE** SPEAKER MIKE CHIERICO

Mike is the area chair for ESGR of New York. He will speak about issues affecting our FDNY members that are active Reservists or are in the National Guard.

12:20 PM **PUBLIC SAFETY OFFICERS' BENEFITS** SPEAKER HOPE JANKE

Hope Janke from the Public Safety Officers' Benefits (PSOB) will discuss the benefits offered to our membership by this program.

12:40 PM **WTC HEALTH PROGRAM/PRESCRIPTIONS** SPEAKER SOFIA BAKRADZE

Sofia Bakradze of the FDNY World Trade Center Health Program will provide information on the program and will be available to answer questions.

AGENDA

Thursday, May 11, 2023

11:00 AM - 1:00 PM **RETIREE EXHIBITOR MEETING (WTC / EXPRESS SCRIPTS / AETNA MEDICARE ADVANTAGE @ 12 & MORE)** LOCATION GEC3

1:00 PM - 2:00 PM **LUNCH** SPONSORED BY EmblemHealth | LOCATION GEC1&2

Afternoon Workshops

2:00 PM - 6:00 PM SPONSORED BY Member's Mortgage Corp.

2:00 PM - 3:00 PM **457 & 401(k) DEFERRED COMP** LOCATION SALON 1-2

Shauna Marcus and Russell Lomuscio, representatives from the New York City Deferred Compensation Plan/NYCE IRA will explain the advantages members receive by participating in the 457, 401(k), ROTH 401(k) and NYCE IRA Plans, as well as investment choices and how retiring members can roll their final pension payments into the 401(k) Plan and save on taxes.

3:00 PM - 4:00 PM **RETIREE PLANNER** LOCATION GEC 3

Aimed at retirees and those about to retire, this workshop will address SBF questions and the changes you should be informed of before you retire, especially those pertaining to healthcare and benefits. UFA SBF Benefits Administrator Marty Tighe will present a clear overview of the retirement process and the necessary steps for retirement planning.

4:00 PM - 5:00 PM **DISABILITY & PENSIONS / VETERANS BENEFITS** LOCATION GEC 3

This new workshop, hosted by attorneys Ken Larkin, John Hewson and Jared Rada of Fusco, Brandenstein & Rada, P.C., will cover Social Security Disability, Veterans Benefits and Disability Pensions, including Tier 3.

4:00 PM - 5:00 PM **BURNED MOVIE VIEWING** LOCATION CAROUSEL

BURNED: Protecting the Protectors is a 30-minute documentary by Etheral Films that details the dangers of PFAS in turnout gear.

5:00 PM - 6:00 PM **NYC FIRE PENSION FUND** LOCATION GEC3

NYC Fire Pension Fund Deputy Director Leroy McGinnis will review the NYC Fire Pension Fund procedures and policies.

5:00 PM - 6:00 PM **ANNUITY** LOCATION CAROUSEL

An education counselor from Empower, the company that manages your annuity contribution investments and administers the plan, will explain Empower's asset allocation program, GoalMaker. They will also help members understand the ins and outs of directing annuity contribution investments and the type of investment funds offered in the

Thursday Evening Events

6:30 PM - 7:30 PM **BANQUET COCKTAIL HOUR** SPONSORED BY Hi-Tech Fire & Safety with Honeywell LOCATION Ballroom

7:30 PM - 10:00 PM **BANQUET RECEPTION** SPONSORED BY Empire BlueCross BlueShield | LOCATION Ballroom

8:00 PM **BAGPIPERS & HONOREE CEREMONY** SPONSORED BY Aetna | LOCATION Ballroom

10:00 PM - 11:30 PM **MUSIC & ENTERTAINMENT** SPONSORED BY Symetra | LOCATION Ballroom

10:00 PM **MICHAEL BOYLE HOSPITALITY SUITE** SPONSORED BY SPBMCC | LOCATION Castanet Meeting Room
Sullivan Papain Block McGrath Coffinas & Cannavo will be hosting their annual hospitality suites.

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Friday, May 12, 2023

8:00 AM - 10:30 AM **SEMINAR REGISTRATION**

SPONSORED BY Winston

LOCATION Ballroom Foyer

Attendees are asked to sign in at the Seminar Registration booth and pick up seminar materials. Delegates should stop here to pick up their Delegate Gift.

8:45 AM - 10:00 AM **BREAKFAST**

SPONSORED BY Aflac

LOCATION Salon 1-3

10:00 AM - 11:30 AM **UNION MEETING & CLOSING REMARKS**

SPONSORED BY Reynolds Consulting Services LOCATION Salon 1-3

12:00 PM

SEMINAR CONCLUDES

Thank you to our speakers and sponsors!



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2023 Delegate Education Seminar



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¹ Covered services/treatments must be the result of an accident or sickness as defined in the group policy/certificate. See your Disclosure Statement or Outline of Coverage/Disclosure Document for more details. ² Coverage is guaranteed provided (1) the employee is actively at work and (2) dependents to be covered are not subject to medical restrictions as set forth on the enrollment form and in the Certificate. Some states require the insured to have medical coverage. Additional restrictions may apply to dependents serving in the armed forces or living overseas. ³ Hospital does not include certain facilities such as nursing homes, convalescent care or extended care facilities. See your Disclosure Statement or Outline of Coverage/Disclosure Document for full details. Nothing in these materials is intended to be, nor should be construed as, advice or a recommendation for a particular situation or individual. Like most group insurance policies, MetLife group life and disability policies contain certain exclusions, limitations and requirements for maintaining coverage in force. Any such exclusions, limitations and requirements will be described in the life and disability insurance certificates. MetLife Group Term Life Insurance and AD&D is issued by Metropolitan Life Insurance Company 200 Park Ave, NY, NY Policy form GPN99/G2-130-S METLIFE'S ACCIDENT (AX), HOSPITAL INDEMNITY (HI) AND CRITICAL ILLNESS (CI) INSURANCE POLICIES ARE LIMITED BENEFIT GROUP INSURANCE POLICIES. The policies are not intended to be a substitute for medical coverage providing benefits for medical treatment, including hospital, surgical, and medical expenses, and do not provide reimbursement for such expenses. Certain states may require the insured to have medical coverage to enroll in these policies. Like most group accident and health insurance policies, MetLife's AX, HI and CI policies contain certain exclusions, limitations and terms for keeping them in force. Product features and availability may vary by state. The policies may be subject to a Benefit Reduction Due to Age provision. For HI and AX, prior hospital confinement may be required to receive certain benefits, and there may be a pre-existing condition exclusion for hospital sickness benefits, if applicable. Hospital does not include certain facilities such as nursing homes, convalescent care or extended care facilities. For CI, there may be a pre-existing condition exclusion, and a Benefit Suspension Period between recurrences of the same Covered Condition or occurrences of different Covered Conditions. MetLife offers CI on both an Attained Age basis, where rates will increase when a Covered Person reaches a new age band, and an Issue Age basis, where rates will not increase due to age. Rates are subject to change. MetLife reserves the right to raise premium rates for Issue Age CI on a class-wide basis. A more detailed description of the benefits, limitations, and exclusions applicable to MetLife's AX, HI and CI products can be found in the applicable Disclosure Statements or Outlines of Coverage/Disclosure Documents available at time of enrollment. For complete details of coverage and availability, for AX and HI, please refer to the group policy form GPNP12-AX, GPNP13-HI, GPNP16-HI or GPNP12-AX-PASG; and for CI, please refer to the group policy form GPNP07-CI, GPNP09-CI, GPNP10-CI, GPNP14-CI, GPNP19-CI, or contact MetLife for more information. Benefits are underwritten by Metropolitan Life Insurance Company, New York, New York. L0322020910[exp0523][All States][DC,GU,MP,PR,VI]

2023 Honorees



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JOHN "JW" SMITH
ENGINE COMPANY 259



FIREFIGHTER SERVICE AWARD
MICHAEL KEANE
LADDER COMPANY 170



Long Standing Delegates

The UFA would like to recognize those that have served as union delegates for over a decade. We thank you for all of the hard work you have put in over the years.

25 YEAR DELEGATES

PETER MORRISSEY	12/1/1998	ENG008
-----------------	-----------	--------

22 YEAR DELEGATES

SALVATORE ARGANO	12/1/2001	ENG010
------------------	-----------	--------

20 YEAR DELEGATES

ROBERT GOETZ	1/1/2003	ENG312
DOMENICK PASTORE	1/1/2003	ENG295
LAURIE GALIOTO	2/1/2003	LAD037
MICHAEL COOGAN	10/1/2003	ENG264

18 YEAR DELEGATES

FRANCIS BEIRNE	1/1/2005	ENG047, BFICWS + BFISOC
JAMES MCNAMARA	6/1/2005	LAD026

17 YEAR DELEGATES

WILLIAM BENITEZ	2/9/2006	LAD001
CHRISTOPHER MEEHAN	10/12/2006	ENG222



Long Standing Delegates

16 YEAR DELEGATES

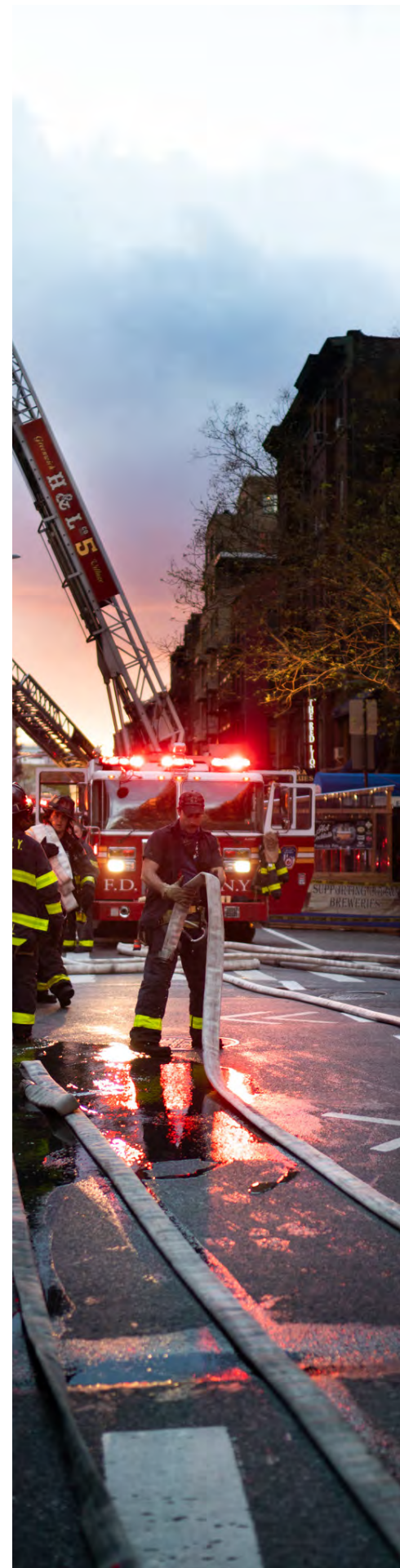
SCOTT GABOFF	1/11/2007	ENG070
STEVEN TOMICIC	1/16/2007	LAD115
GARY SMALDON	2/7/2007	ENG324
JAMES MCDONALD	6/14/2007	ENG246
DANIEL GORWITZ	9/20/2007	ENG262
ANTHONY DEPELLEGRIN	10/1/2007	ENG263
THOMAS MCALLISTER	10/5/2007	ENG308

15 YEAR DELEGATES

RICHARD BOERI	3/25/2008	ENG044
PHILIP BEVILACQUA	7/7/2008	LAD029
RICHARD MENESES	8/26/2008	ENG083
TIMOTHY RICHES	8/26/2008	LAD132
JAMES HORAN	10/15/2008	ENG069
THOMAS DOHERTY	10/23/2008	LAD176

14 YEAR DELEGATES

ROBERT MCGINTY	1/1/2009	LAD033
RICHARD MERCADO	1/1/2009	LAD124
DEVIN POWERS	3/1/2009	LAD007
ROBERT WHITE JR	6/11/2009	LAD058
ANDREW BURNS	11/5/2009	ENG210



Long Standing Delegates

13 YEAR DELEGATES

FRED DICRESCENTO	1/21/2010	LAD108
RONALD DALY	3/4/2010	RES004
MARC DORE	3/4/2010	ENG046
ERIC DIOGUARDI	5/11/2010	ENG072
GERARD SCOTTO	9/16/2010	ENG034
PATRICK BERGIN	11/18/2010	ENG096

12 YEAR DELEGATES

MICHAEL GRIECO	4/14/2011	ENG015
STEPHEN NEUMANN	5/26/2011	LAD133
DOUGLAS CAFFARONE JR	6/16/2011	LAD143
THOMAS FORDE	6/24/2011	LAD105
WILLIAM BENNER	7/28/2011	ENG009
SETH DIAMOND	7/28/2011	LAD031
GARY MANCINI	9/8/2011	ENG313
JAMIE PLANTZ	9/8/2011	ENG221
RICHARD HILL	9/21/2011	LAD175
ANTHONY ORSOGNA	9/26/2011	LAD128
KEVIN CURRY	10/13/2011	LAD083
JAMES FERCHLAND	11/17/2011	ENG266
BRIAN GIBBONS	11/17/2011	ENG217



Long Standing Delegates

11 YEAR DELEGATES

GARRY CORRIGAN	1/12/2012	ENG274
JOSHUA GALLO	1/12/2012	ENG258
ROBERT YULI	3/5/2012	ENG230
ANTHONY PICOZZI	9/20/2012	LAD084
ROBERT UNGER	9/20/2012	RES005

10 YEAR DELEGATES

CHRISTOPHER CAVALCANTE	1/10/2013	ENG302
STEPHAN KISHEGYI	1/18/2013	ENG291
TIMOTHY AMBERY	2/7/2013	ENG253
JOHN SULLIVAN	3/14/2013	ENG053
GERALD SINGLETON	6/13/2013	ENG202
KEVIN BOHAN	8/1/2013	LAD038
STEPHEN BOYLE	9/9/2013	LAD003
DALE MCLOUGHLIN	9/16/2013	LAD016
TERRENCE MULHOLLAND	9/16/2013	ENG028
JOSEPH D'ADAMO	11/6/2013	ENG092
JASON SAULLE	12/1/2013	ENG228
JAMES LEWIS	12/16/2013	ENG060





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In Memoriam: Line of Duty

The UFA honors all those that have made the ultimate sacrifice in the Line of Duty since our last Delegate Seminar publication in 2022.



FIREFIGHTER
WILLIAM P. MOON
RESCUE TWO
DECEMBER 20, 2022

In Memoriam: WTC Fallen Heroes

The UFA remembers all those who made the ultimate sacrifice on September 11, 2001, and all those who continue to do so in the aftermath of the attacks on New York City. We honor our members and officers we have lost in the wake of 9/11/01 since our last Delegate Seminar publication due to injuries and illnesses sustained in the rescue and recovery efforts at the World Trade Center, along with those whose passing has since been reclassified as WTC. For a complete listing, visit: www.ufanyc.org/wtc.

RETIRED FIREFIGHTER
DENNIS KOMAR
ENGINE COMPANY 151
MARCH 31, 2014



RETIRED LIEUTENANT
DONALD FRANZ
ENGINE COMPANY 329
MARCH 23, 2020



RETIRED FIREFIGHTER
JAMES WIND
LADDER COMPANY 3
OCTOBER 6, 2020



RETIRED FIREFIGHTER
THOMAS MANLEY
LADDER COMPANY 113
DECEMBER 22, 2020

RETIRED FIREFIGHTER
DENNIS REILLY
ENGINE COMPANY 156
FEBRUARY 14, 2021



RETIRED FIREFIGHTER
JAMES CODY, JR.
LADDER COMPANY 24
SEPTEMBER 21, 2021

RETIRED FIREFIGHTER
PATRICK LAURO
LADDER COMPANY 47
OCTOBER 19, 2021



RETIRED FIRE MARSHAL
MICHAEL FEDEROWSKI
CITYWIDE SOUTH
NOVEMBER 8, 2021



RETIRED FIREFIGHTER
JAMES REDMOND
LADDER COMPANY 143
DECEMBER 11, 2021



RETIRED LIEUTENANT
BAUDON MALMBECK
MARINE COMPANY 9
JANUARY 5, 2022



In Memoriam: WTC Fallen Heroes

RETIRED FIREFIGHTER

RUSSELL FELICIANO

LADDER COMPANY 111

JANUARY 10, 2022



RETIRED LIEUTENANT

JOHN VIGLIOTTI

ENGINE COMPANY 159

MAY 4, 2022



RETIRED FIREFIGHTER

ALFRED ARTESONA

ENGINE COMPANY 71

MAY 11, 2022



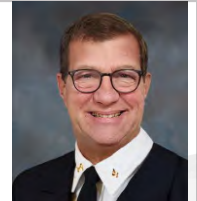
RETIRED SUPERVISING

FIRE MARSHAL

JOHN MCCAULEY

QUEENS BASE

MAY 28, 2022



RETIRED FIREFIGHTER

ROBERT REYNOLDS

ENGINE COMPANY 96

MAY 28, 2022



RETIRED FIREFIGHTER

MICHAEL VERZI

ENGINE COMPANY 97

MAY 29, 2022



RETIRED DEPUTY CHIEF

VINCENT MANDALA

DIVISION 11

MAY 31, 2022



RETIRED LIEUTENANT

ARTHUR DARBY

MARINE COMPANY 9

JUNE 20, 2022



RETIRED FIREFIGHTER

RICHARD TOSHACK

ENGINE COMPANY 307

JULY 6, 2022



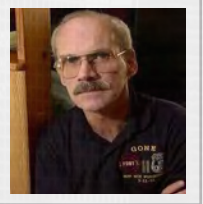
RETIRED SUPERVISING

FIRE MARSHAL

JAMES DEVERY

ADMBFI

AUGUST 18, 2022



RETIRED FIREFIGHTER

EDWARD HRONEC

ENGINE COMPANY 229

AUGUST 19, 2022



RETIRED CAPTAIN

PAUL SCHMALZRIED

CHAUFFEUR TRAINING SCHOOL

AUGUST 24, 2022



In Memoriam: WTC Fallen Heroes

RETIRED FIREFIGHTER
RONALD KIRCHNER
LADDER COMPANY 154
AUGUST 25, 2022



RETIRED FIREFIGHTER
WILLIAM HUGHES
LADDER COMPANY 123
SEPTEMBER 16, 2022



RETIRED FIREFIGHTER
GREGG LAWRENCE
ENGINE COMPANY 308
SEPTEMBER 17, 2022



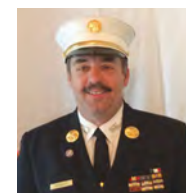
RETIRED BATTALION CHIEF
JOSEPH MCKIE
BATTALION 41
SEPTEMBER 18, 2022



RETIRED LIEUTENANT
JAMES MCCAULEY JR.
BATTALION 23
SEPTEMBER 20, 2022



RETIRED BATTALION CHIEF
STEPHEN GERAGHTY
RESCUE BATTALION
SEPTEMBER 21, 2022



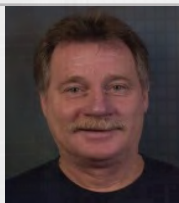
RETIRED FIREFIGHTER
GEORGE TRIPPTREE
LADDER COMPANY 173
SEPTEMBER 23, 2022



RETIRED FIREFIGHTER
PETER CHIDO
ENGINE COMPANY 226
NOVEMBER 26, 2022



RETIRED FIREFIGHTER
JOHN MCDONNELL
LADDER COMPANY 116
NOVEMBER 27, 2022



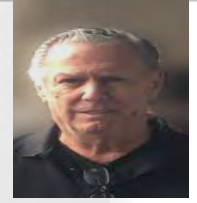
RETIRED BATTALION CHIEF
BRIAN O'FLAHERTY
BATTALION 9
DECEMBER 3, 2022



RETIRED FIREFIGHTER
MICHAEL ARRIAGA
ENGINE COMPANY 301
DECEMBER 5, 2022



RETIRED FIREFIGHTER
THOMAS HEALY
LADDER COMPANY 25
DECEMBER 22, 2022



In Memoriam: WTC Fallen Heroes

RETIRED LIEUTENANT
MICHAEL HANCE
ENGINE COMPANY 302
JANUARY 4, 2023



RETIRED LIEUTENANT
DONALD KELLY
LADDER COMPANY 161
JANUARY 13, 2023



RETIRED FIREFIGHTER
THOMAS MCDUGALL
LADDER COMPANY 117
JANUARY 13, 2023



RETIRED MARINE WIPER
BRUCE PEAT
MARINE 1
FEBRUARY 2, 2023



RETIRED LIEUTENANT
JOSEPH BROSI
ENGINE COMPANY 88
FEBRUARY 3, 2023



RETIRED BATTALION CHIEF
JAMES HANLEY
BATTALION 7
FEBRUARY 4, 2023



RETIRED BATTALION CHIEF
VINCENT LYONS
BATTALION 43
FEBRUARY 23, 2023



RETIRED CAPTAIN
GARY NYBRO
ENGINE COMPANY 166
APRIL 4, 2023



RETIRED FIREFIGHTER
JAMES MAGER
ENGINE COMPANY 293
APRIL 8, 2023



In Memoriam: Active Duty Members

The UFA honors all Non-Line of Duty active members who have lost their lives while active members of the Department since our last Delegate Seminar publication

FIREFIGHTER
CASEY SKUDIN
LADDER COMPANY 137
JUNE 17, 2022



LIEUTENANT
WILLIAM IRVINE III
ENGINE COMPANY 156
JULY 25, 2022



FIREFIGHTER
JOSEPH MULVEY
ENGINE COMPANY 325
AUGUST 19, 2022



FIREFIGHTER
MICHAEL GEBERT
ENGINE COMPANY 324
SEPTEMBER 11, 2022



FIREFIGHTER
ROBERT W. PAINTER
LADDER COMPANY 39
NOVEMBER 25, 2022



LIEUTENANT
JAMES CORRIGAN
ENGINE COMPANY 291
JANUARY 11, 2023



FIREFIGHTER
ANTHONY MAURO
LADDER COMPANY 109
JANUARY 27, 2023



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Edward P. Boles
President



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Aqueous Film-Forming Foam (AFFF) Exposure

WHAT IS PFAS?

Also known as the “Forever Chemicals”, Perfluorooctanoic acid (“PFOA”) and perfluorooctane sulfonate (“PFOS”) (collectively “PFAS”) are part of a group of man-made perfluorinated chemicals that were used in firefighting foam.

This firefighting foam, or Aqueous Film Forming Foam (“AFFF”) was widely used particularly at municipal airports and military bases for training purposes and to combat jet fuel spills. The foam seeped through the soil at these sites and, through migration and runoff, leached into underground aquifers and surface water bodies used for drinking water.



THERE IS NO SAFE LEVEL OF EXPOSURE

WHO IS RESPONSIBLE?

PFOA was produced by eight major U.S. companies, including: Arkema, Asahi, Ciba, Clariant, Daikin, DuPont, 3M/Dyneon, Solvay, and Solaxis. PFOS was solely produced by one company in the United States: 3M Company. Although these manufacturers agreed to phase-out AFFF containing PFAS several years ago, recent testing has led to the discovery of widespread contamination in drinking water supplies in many states.

PLAINTIFFS INVOLVED IN PFAS LITIGATION

The cases in the MDL involve a variety of plaintiffs and claims, including class actions brought on behalf of firefighters, including FDNY members for AFFF exposure involving individual personal injury claims, and actions brought on behalf of states, municipalities, and public water districts for costs associated with treating contaminated water systems.



STEPHEN HOLIHAN *Attorney*

9/11 FIRST RESPONDER and
RETIRED FIREFIGHTER
(FDNY Ladder 146, Engine 204
and Engine 307)



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New York City Deferred Compensation Plan



Attend the DCP Retirement/Distribution Planning workshop on Thursday, May 11th at 2 p.m.

Visit us at **exhibit booth #4** and speak with Plan representatives about the advantages employees receive by participating in the 457 and 401(k) Plans.

Attend the workshop delivered by one of the Plan's Certified Financial Planners™ to learn about the many decisions that need to be made prior to retirement and how DCP fits into your retirement goals.

Don't forget to ask about the NYCE IRA!

The Deferred Compensation Plan's Client Service Center is open for in-person or virtual meetings by appointment only. Visit our website for more information.

Ask us about scheduling a workshop at your firehouse!

Tel: (212) 306-7760 Outside NYC: 1-888-DCP-3113

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Raffle Donations

THE UFA WOULD LIKE TO THANK THE SPONSORS THAT CONTRIBUTED RAFFLE PRIZES FOR WEDNESDAY'S DINNER RECEPTION.



Additional raffle donations and prizes will be announced at the event.
Be sure to join Wednesday's Dinner Reception to see if you are a winner!
All delegates in attendance are automatically entered in raffle drawings.

UFA History

The inherent danger of the job, coupled with poor working conditions, inadequate wages, no discernible benefits or legal protections for firefighters, led to the eventual formation in 1917 of the Uniformed Firemen's Association (UFA). For many years after the advent of the paid New York City Fire Department in 1865, numerous efforts were made by employees to organize into benevolent or fraternal associations.

1917 - FF Albert Guinness 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 - The 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, granting civil service employees the right to appear before legislative bodies to express grievances. Prior 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 salaries to \$3,000.

1930s - 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. 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 and 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 reducing a fireman's work week from 84 to 50 hours.

1940 - Two major pension systems were installed: Article 1, whereby members appointed prior to April 1940 were to pay in 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 work week was gradually reduced to 60 hours per week. First grade FFs earned \$3,900 per year.

1947 - A 28-day vacation for firefighters was established 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 in the 1960s.)

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

1953 - The Mayor's Management Survey Committee recommended the elimination of 52 firehouses. The UFA opposed the plan, and it was disapproved. The 46-hour work week won. Uniform allowance was established. The UFA started its first 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 UFA successfully led the battle for increased pensions of widows and retired men.

1961 - A 40-hour work week was mandated by referendum. A 1/60th pension benefit was secured for all firefighters and four paid holidays were successfully negotiated, as well as emergency overtime paid in cash. The UFA abolished three-platoon system both legislatively at the state level and by voter referendum in NYC.

1962 - Equalized vacations for all first grade FFs was established. Residency restrictions were liberalized. Paid holidays increased to six. Dues check-off was inaugurated. Prior to this time, all dues had been collected by delegates.

1963 - Ten paid holidays were secured. A two and one-half percent reduction in pension rate was achieved. Improved 1/60th bill for Article 1 members and half final pay for Article 1 B members was established. The Honor Emergency Death Benefit increased. The UFA's Security Benefit Fund was established.

1965 - Paid holidays increased to 11 annually. Dental and Optical Plans were added to UFA Security Benefit Fund. 965 Members and families were given choice of health plans. The Death Gamble was provided. Payment of time-and-a-half for OT gained. First grade FFs earned \$8,483 base pay.

1967 - Pension contributions were reduced by 5%. Longevity was established. Pension escalation for disability retirements and service retirements after age 62. A personal leave day was granted.

1968 - The UFA successfully got the "no strike" clause eliminated from the IAFF Constitution, then sought 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. The UFA and the City reached agreement on a new benefit for members who retire after 20 years of service-the Variable Supplements Fund (VSF). (Legislation was signed by the Governor in 1970, and the first payments were made in 1973.) First grade FFs base pay reached \$10,325. The union name was changed from the "Uniformed Firemen's Association" to the "Uniformed Firefighters Association."

1969 - A permanent "Lung Bill" was signed into law by Gov. Rockefeller. The Heart Bill, an original goal of the UFA, beginning with its first President Albert E. Guinness, was signed into law. The UFA achieved vested pension option for members after 15 years of service. Through negotiations, the UFA obtained overtime pay for ordered overtime work, as well as night differential.

1970 - The City agreed to increase companies and manning, and created one new division, five battalions and eight companies. Manning increased to 11,891 Firefighters. The UFA-sponsored "one-man, one vote" resolution was adopted by the IAFF, giving New York City's Local 94 greater representation in the international. Contract demands again fall on deaf ears at City Hall, prompting yet another strike threat from the UFA. A \$25,000 line-of-duty death benefit was achieved for New York City Firefighters.

1972 - A new contract guaranteed five-man manning on all apparatuses. Night differential increased from 5% to 10%. Portal-to-portal & "clean-up" pay was secured. The number of FFs reached its highest - 12,500. The Rand Corporation was retained by the City to study the fire service and recommended closing six companies and relocating seven others. The plan was implemented, and the UFA responded by holding mass rallies and filing a lawsuit.

1973 - After several threats to hold a job action in response to the City's unwillingness to negotiate a new contract, the UFA went on strike. Members walked out at 8:30 AM on Nov. 6, but returned to work five-and-a-half hours later after Supreme Court Justice Sidney A. Fine ordered the City to negotiate with the union. By December, the union had reached an agreement with the City on a one-year contract. The UFA won an increase in compulsory insurance (compensation insurance) coverage for active FFs from \$2,000 to \$5,000. The City disbanded 8 companies citing fiscal crisis. The UFA unsuccessfully sued to stop the closings. Base pay of a first grade FF increased to \$17,458.

1975 - The City's fiscal problems worsened and more than 40,000 city workers were laid off, including 1,600 firefighters. However, 700 were hired back within 3 days. The UFA continued to provide health, hospital and dental care to those members and their families. The union also was instrumental in getting Federal jobs for 250 brothers, and in having another 300 hired in temporary jobs as bus drivers for the Transit Authority. The City reneged on minimum manning provisions, and reduced the number of five-man engines to 42. By 1982, the number of engines riding with five firefighters increased to about 140, leaving 71 four-man engines.

1976 - The UFA established a Security Benefit Fund for retired members. Federal legislation was passed to provide assistance to the family of a LODD Firefighter: \$50,000 to surviving dependents. The first annual Delegates Seminar was held.

1977-1978 - As the number of fires soared in the mid-1970s 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. New programs were created by the UFA and included free legal consultation and voluntary group life insurance program. The UFA achieved an increase in pensions for line-of-duty widows through legislative actions signed by Gov. Carey. The Union negotiated increases in compulsory insurance coverage for active firefighters from \$5,000 to \$7,500, and for retired firefighters from \$2,000 to \$4,000.

1980 - The UFA played a key role with Uniformed Forces Coalition two-year contract, including salary raises of 9% and 8% and no give-backs. Members voted to end the union's 63-year affiliation with the IAFF. Problems at the Medical Office, which had been brewing for years, came to a head, and 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. The 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.

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, resulting in a two-year contract of 8% per year, one-percent higher than the civilian coalition.

1983-1984 - The UFA secured law for FFs laid off in 1975 and later rehired the right to buy back time for pension credit, which effected about 950 firefighters. Back wages deferred as a result of the mid-70s fiscal crisis were negotiated by the UFA. The union sued to bring five-firefighter minimum manning level to the remaining 71 engine companies still riding with four firefighters. 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.

1985-1989 - A negotiated contract was rejected by the Executive Board and the delegates. The sticking point was the City's offer to restore five-firefighter manning to only six additional engine companies, out of 73 that still had four-firefighter manning. The membership rejected 2 negotiated agreements. The UFA was 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 took several years and several negotiated contracts to win back some of these important provisions.

1990-1991 - 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 launched a political action committee, Fire PAC, to fund effective lobbying efforts in City Hall, Albany and Washington, DC. The union purchased a five-story building in Manhattan as its new headquarters. Proposed draconian cuts of 10% of the FDNY budget, including firehouse closings, were avoided due to intense UFA lobbying efforts. The Department took only a \$1.3 million budget hit, out of a proposed \$57 million cut.

1993 - A pilot CPR program began in Brooklyn, where FF 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, was 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 - The UFA settled Roster Staffing hearings, restoring five-man manning to 61 engine companies. In conjunction, 96 hours of RSOT was guaranteed for every firefighter. Members voted 2-1 to re-affiliate with IAFF. The first Legislative Day in Albany was sponsored by the UFA and attended by several dozen members.

1996 - A major UFA victory was won with the elimination of the Home Visitation and PMLA programs through a federal lawsuit. The Compensation Accrual Fund (CAF), or annuity, was converted into a self-directed plan. Members now have direct control over their investment funds.

1997-1998 - The UFA negotiated a five-year contract, which included chauffeur pay and restoration of several key provisions lost in disastrous 1987-90 arbitration decision: 39 hours vacation leave, increased longevity and annuity pay. In addition, the contract included provision for a Safety Committee comprised of department and union officials, which resulted in additional five-man engine companies, bringing UFA-negotiated number up to 66 five-man engines. UFA negotiated and members ratified the CFR-D agreement, including a 3% pay differential, retroactive pay, training for ladder company members, and a voluntary feature that ultimately makes the program optional for all firefighters. Unfortunately, the civilian pattern that included two years of zero, was part of the deal.

The early 2000's were some of the most challenging years for the UFA, continually fighting for firefighter's rights and restitution.

2001 - Terrorists attacked World Trade Center. The UFA, in partnership with the IAFF, established the 9-11 Fund, and dispensed millions to our families in need. The years of persistence through political efforts and the courts won the UFA and PBA the absolute right to arbitrate impasse contracts through state PERB.

2002 - A LOD Funeral Fund was established to provide for members to travel to firefighter memorials and funeral services nationwide. Unified, more than 10,000 firefighters & police rallied in sweltering summer heat in Times Square. The results were contracts that eliminated six months of zeroes. Historic first PERB award granted to PBA. Leveraging that award, the UFA negotiated contract, which exceeded the uniform coalition pattern, was established by civilian unions.

2002-2003 - The UFA harnessed the newest communication technology and launched telephone, fax and e-mail broadcast systems to firehouses, delegates and the entire membership to provide instantaneous information to the field. The UFA website was enhanced to include the most up-to-date information about union initiatives. A major UFA legislative win expanded the Cancer Bill to include cancers involving the neurological, breast and reproductive systems as presumed LODI. UFA efforts through public rallies and successful lobbying stopped the closing of two of the eight firehouses Mayor Bloomberg had on the chopping block.

2004 - Pension loans legislative win allows retiring members to borrow up to 90% of contributions.

2005 - In May, the UFA reactivated the legislative/lobby day program in Albany with busloads of FFs to push for the WTC Presumptive Illness Bill's passage. The WTC Presumptive Bill was 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. A new contract was overwhelmingly ratified by the membership. The four-year contract was retroactive to 2002 and provided a compounded 17.5% raise for NYC firefighters. Civilians agreed to 4% over three years. The 2005 contract extended the roster staffing agreement another five years and increased the number of engines operating citywide with five firefighters, a critical win for New York's firefighters.

2006 - The Stroke Bill was signed by Governor Pataki. The UFA was successful in its lobbying efforts of the State Assembly, Senate and Governor's offices. UFA members who suffer from strokes are now protected with LODI pensions. The Bill retroactively covered 4 members. The UFA was successful in getting the WTC LOD Death Pension bill signed into law, families of members who die as a result of a WTC presumed illness 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. WTC LODI Prescription Drug Card was approved and the UFA was 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 re-opener language for the current and previous contracts. This contract was ground-breaking 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 - 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 re-opener 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.

2008-2010 - 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 provides funding for health screening and treatment for firefighters that responded to the 9/11 terrorists attacks. In addition, it re-opened the Victim's Compensation Fund for firefighters who have suffered an injury and for the families of firefighters that have succumbed to those injuries. 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. On June 3, 15,000 firefighters and supporters protesting the threatened closings of 20 firehouses were led by the UFA across the Brooklyn Bridge to City Hall Park. The UFA was joined by IAFF General President 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.

2012 - New Board members joined the UFA. 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 - In January, Governor Cuomo signed the Legacy Credit Bill 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 27. In March, Vincent Speciale, E-55, was elected UFA Manhattan Trustee.

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

2016 - In May, NYS Gov Andrew Cuomo signed the Military Buyback bill into law. The bill, S7160, allows all public employees to obtain up to 3 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. 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. Gov Cuomo signed into law the restoration of real disability protections for all New York City Firefighters. 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.

2017 - UFA Executive Board General Elections were held, electing Gerard Fitzgerald as President, LeRoy McGinnis as Vice President, Robert Eustace as Recording Secretary, Edward Brown as Treasurer, Michael Schreiber as Health & Safety Officer/Sergeant at Arms, John Kelly as Brooklyn Trustee, Matthew DesJardin as Queens Trustee, Eric Bischoff as Staten Island Trustee, Vincent Speciale as Manhattan Trustee and William Greco as Bronx Trustee for the next 3 years.

2019 – James J Egan was elected as Fire Marshal Representative. LeRoy McGinnis vacated the position of UFA Vice President to begin his role as Deputy Pension Director with the NYC Fire Pension Fund. President Gerard Fitzgerald appointed UFA Recording Secretary Bobby Eustace to Interim Vice President, Manhattan Trustee Vincent Speciale to Interim Recording Secretary, Christopher Viola to Interim Manhattan Trustee. All appointed officers were officially elected in the following Special Election.

2020 - Michael O'Neill, Interim Staten Island Trustee, was promoted to Fire Marshal, resulting in President Gerard Fitzgerald appointing Erik Bille as Interim Staten Island Trustee. UFA efforts helped lead to the COVID Death Benefit Bill (S.8427/A.10528) being signed into law by Gov. Cuomo, establishing a COVID-19 public employee death benefit for the families of frontline workers who died in the line of duty in COVID-19 response efforts. General Elections are held, resulting in the elections and reelections of new President Andrew Ansbro, Vice President Robert Eustace, Recording Secretary Vincent Speciale, Treasurer Edward Brown, Health & Safety Officer / Sergeant-At-Arms Michael Schreiber, Brooklyn Trustee Douglas Carroll, Queens Trustee Dennis Tveter, Manhattan Trustee Christopher Viola, Bronx Trustee William Greco and Staten Island Trustee Eric Bischoff.

2021 – After much lobbying, the members vote in favor of an active member dues increase for the first time in 17 years. The UFA announced that Senate Bill S6405 for the 2021-2022 Legislative Session, the Tier II Final Annual Salary 3 Year Average Bill, was signed by Governor Kathy Hochul in November. This bill affects members in Tier 2, including anyone hired on or after July 1, 2000, and reflects a big win for the UFA and our members. Additionally, the UFA announced that Senate Bill S4233A for the 2021-2022 Legislative Session, the Parkinson's Presumptive Bill was signed by Governor Kathy Hochul on December 21, 2021. This Parkinson's Presumptive Bill covers all firefighters while they are active, and for up to two years after they retire.

2021 – 2022 - The UFA reached an agreement with the City of New York in settlement of a new three-year contract (2017 – 2020) for all UFA members, securing wage increases of 7.95% for all Firefighters, Fire Marshals, Wipers, Marine Engineers, and Pilots, and 2.25% service and longevity differentials for our members. The CBA was ratified by an overwhelming majority of voters - 96.81%.

2022 - On December 23, 2022, Governor Kathy Hochul signed two bills, both representing huge wins for the UFA and our members. The first was Assembly Bill A9668A (also known as the Basket Bill) for the 2021-2022 Legislative Session, which relates to investments by public pension funds, and increases the limits on certain types of investments by public pension funds. Secondly, Senate Bill S9085, which provides a special accidental death benefit to the parents of certain deceased members under certain conditions, was signed into law. This bill provides a special accidental death benefit to the parents of a deceased member if such member has no spouse or child under the age of eighteen or twenty-three if a student.

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