

Greetings from Hanify

Here's what to expect in the coming year...

At this writing, the 2004 Legislative Session is just beginning. This is the year of the short session and they expect to be finished by the middle of February. The word around the Statehouse is "Property taxes are the issue - everything else is secondary." In other words protect what you have and don't ask for too much. It reminds me of a defensive fire. It's nice to say you were there, but you really didn't do much but throw some water and get cold. However, Vice President Chuck Sosbe and I will be in the halls protecting what we have accomplished in the past and seeing what we can get done. Who knows, maybe this year the stars will line up and we will get collective bargaining passed. Keep an eye on our website at pffui.com for our legislative updates and other important information.



At the PFFUI Board meeting last month, your Executive Board laid out an aggressive plan for 2004. The board's top priority is to better communication through the following: first, the new and improved and ever-changing website. Each of you who have access to the web should check the site on a regular basis for current information. You may also email any of your PFFUI officers through this website. Second is this newsletter. The Executive Board committed the funds for 2004 to send this newsletter quarterly. In addition to this newsletter, you should receive one in April, July and October. The Board will also continue to have our spring and fall district caucus meetings. It is at these caucus meetings, your Local leadership can exchange ideas and issues. Finally, under communications, the Board approved and encouraged me to continue to attend as many Union meetings around the state as possible. I consider it a privilege to be invited and I ask you to encourage your Local leadership to have me visit your Local for an update of what is happening with your State Union.

In addition to communication, the Board also approved the initiation of a new Political Action Committee (PAC) program. This new program will be unveiled at our Indiana Firefighters Legislative Conference in early February and will be the focus of our April edition of the newsletter. Remember, politicians listen to constituents (votes) and it takes money to communicate with those voters.

We have also continued our organizing efforts around the state. Once again welcome to our new Locals from 2003; White River Township Local 4252, Schererville Local 4279 and Indianapolis Airport Firefighters Local 4294. Mt. Carmel Local 4301 has also joined the IAFF. We will be inviting them to become members of the PFFUI.

Departments where we have had contacts and will be working to organize in 2004 are East Chicago EMS, Lebanon, Union City, Purdue University and Brown Township in Morgan County. If you know of any fire department that would like to discuss the merits of organizing, please have them contact me. Remember my motto: organize the disorganized!

This year we are planning a state firefighters memorial service at the Public Safety Memorial located on the State Government campus in Indianapolis. Third District Vice President Mark Mastison and 2nd District Vice President Rick Dolsen are organizing this important event. If you are interested in assisting them with this event, please contact them. I know they will appreciate your help.

I want to thank all of those who sent me suggestions for a name for the newsletter. Many are very creative and unique. However, the Executive Board has decided to keep it simple and stay with "Indiana Professional Firefighters Newsletter." Those who sent me suggestions were: Phil Schroeder, Floyd White, Mark Beeler, Rodney Heath, Michael Wiedermann, Bob Scott, Marc Motuliak, Wendell Howard, Andy Ebbert and Joe Kinney. Again, I thank each of these Brothers for their input and interest. I will draw a name at random of all those who made suggestions and award that Brother a PFFUI golf shirt with our new logo.

Finally, thanks to our Executive Board for all their work. If you need any assistance or have any questions, please contact one of your district officers. I especially want to recognize Treasurer Mike Pinkham for his dedication, hard work and support I can think of no one better to look after our money than Mike. If you are interested in coming to the Statehouse this session, please contact me or Vice President Chuck Sosbe— few people know their way around the halls like Chuck.

Stay safe,
Fraternally,

A handwritten signature in cursive script that reads "Tom Hanify".

Tom Hanify



INDIANA

Professional Firefighters Newsletter

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Secretary-Treasurer Emeritus:
Richard O. Kissel

Vice President Report

Charles Sosbe, Jr.

I am excited to be writing this article for the PFFUI newsletter. It has been many years since we have published a newsletter that goes to all our brothers and sisters. We have been told by many of our members that this form of communication has been sorely missed.

We are putting together our agenda for the 2004 Indiana General Assembly. As I sit here writing this article, the House of Representatives and senate are in special session. The only point being discussed is the reassessment of property and property taxes. Since the Indiana Supreme Court ruled the State of Indiana assessed property taxes unfairly, the General Assembly has had the huge task of trying to come up with a fair system. Some taxpayers benefited with lower property taxes and some saw dramatic increases. In addition, the State has not recovered from the downturn in the economy and faces many tough decisions on the budget next year. Many insiders say that next year will be a very short session. We may be out of there by mid-February. If that is true, it will be the shortest session I have ever seen.

All of the House and one-fourth of the Senate are up for re-election. It will be extremely important for you to support those legislators that support firefighters. You can do this by supporting the PFFUI State PAC. You can also help them through a Local PAC, if you have one set up. If you don't have one or don't belong to the State PAC, please contact us and we will help you set one up.

I wish all of you the best during the Holiday Season and be safe.

Let us know what you think:



Above is the proposed new PFFUI logo.

This logo will be considered through a resolution at the May 2004 Convention in Fort Wayne. Let your Local leadership know what you think or email us your opinion through our web site PFFUI.com

Secretary-Treasurer Report

Michael Pinkham

Brothers and Sisters, it is an honor and a pleasure serving you and representing the Professional Firefighters in the state of Indiana as your Secretary-Treasurer.

Our organization is presently comprised of 57 Local Union affiliates, representing 81 fire departments in the state. Our membership exceeds 5,500 active members and 1,000 retired-active members. We continue to grow through organizing new affiliates and through the individual growth in the many departments already affiliated. Our financial condition is solid with per capita dues of \$3.48 per active member and \$1.74 per retired member as our nearly exclusive means of revenue.

Our recently launched Special Recognition License Plate has received tremendous response to date as I have logged 1,100 application requests. These plates will be available after January 1, 2004, and you may request a plate application at any time through me. You must have an authorization form from me to take to the BMV to obtain the plate.

One of our major goals has been to improve and enhance communications with our membership. In addition to this newsletter, we have developed and continue to enhance our website. Please visit us at pffui.com where you can obtain information regarding many things including our special recognition plate, Indiana Firefighters PAC, and you can email me any changes to your mailing address so you can continue to receive this newsletter and other mailings of importance from us. There are also links there to email any of the officers on the PFFUI Executive Board. We also have a calendar of events where we would be happy to post any of your Local's functions such as fundraisers, golf outings, softball tournaments, or whatever.

Our annual Convention will be held May 12th through May 14th next year in Fort Wayne. The convention call and other information will be sent to Local Union Presidents shortly after the first of the year. It is important that each affiliate be represented by delegates at our Convention where we discuss and debate resolutions that will help to determine the future goals of this organization.

Our Indiana Firefighters Political Action Committee desperately needs your support for us to continue to be successful in the political arena of the Indiana General Assembly and throughout the state. Please show your support by sending a contribution by way of a personal check to us. Our Annual Brian Reed Memorial PAC Golf Outing will be held in Fort Wayne at Riverbend Golf Course on May 11, 2004, the day prior to the start of our Convention. Please plan to join us help raise funds for the PAC.

Brothers Come Together For Dedication



On August 9th, 2003, Brothers of Local 556 Hammond Firefighters went to Roselawn, Indiana, to show support for their fellow brother, Jack Callahan and his family during a dedication ceremony for his son, Patrick. Brother Callahan and his wife Fran lost their son Patrick in an automobile accident in May of 2000. He was only seven years old.

One of Patrick's favorite things to do was to play soccer. After his death, his parents planned to dedicate a tree in his memory in Demotte,

Indiana, where he used to play soccer. Shortly after hearing their idea, Soccer Club President, Gene Abrell went to the Lincoln Town Trustee in Roselawn with an idea of constructing a soccer field and naming it after Patrick. Soon after, the Brothers from Local 556 Hammond Firefighters got the ball rolling and donated \$1,000 to the cause with an open invitation for more in order to make this idea become a reality.

With the help of Lincoln Township Trustee's

Office and the Lincoln School Parent -Teacher Organization Newton Foundation, the field became a reality complete with a wonderful sign dedicated to Patrick's memory. Over 100 friends, family members, and Brothers of Local 556 Hammond Firefighters were in attendance for the dedication ceremony of the Patrick Callahan Memorial Soccer Field. Performances by both the Hammond Fire Department Local 556 Pipe and Drum Corps and the Honor Guard added a very special touch to the ceremony.

"I Wish You Could Know"

I wish you could know what it is like to search a burning bedroom for trapped children at 3 AM, flames rolling above your head, your palms and knees burning as you crawl, the floor sagging under your weight as the kitchen below you burns.

I wish you could comprehend a wife's horror at 6 in the morning as I check her husband of 40 years for a pulse and find none. I start CPR anyway, hoping to bring him back, knowing intuitively it is too late. But wanting his wife and family to know everything possible was done to try to save his life.

I wish you knew the unique smell of burning insulation, the taste of soot-filled mucus, the feeling of intense heat through your turnout gear. The sound of flames crackling, the eeriness of being able to see absolutely nothing in dense smoke-sensations that I've become too familiar with.

I wish you could read my mind as I respond to a building fire "Is this a false alarm or a working fire? How is the building constructed? What hazards await me? Is anyone trapped?" Or to a call, "What is wrong with the patient? Is it minor or life-threatening? Is the caller really in distress or is he waiting for us with a 2x4 or a gun?"

I wish you could be in the emergency room as a doctor pronounces dead the beautiful five-year old girl that I have been trying to save during the past 25 minutes who will never go on her first date or say the words, "I love you Mommy" again.

I wish you could know the frustration I feel in the cab of the engine, squad, or my personal vehicle, the driver with his foot pressing down hard on the pedal, my arm tugging again and again at the air horn chain, as you fail to yield the right-of-way at an intersection or in traffic. When you need us however, your first comment upon our arrival will be, "It took you forever to get here!"

I wish you could know my thoughts as I help extricate a girl of teenage years from the remains of her automobile. "What if this were my daughter, sister, my girlfriend or a friend? What were her parents' reaction going to be when they opened the door to find a police officer with hat in hand?"

I wish you could know how it feels to walk in the back door and greet my parents and family, not having the heart to tell them that I nearly did not come back from the last call.

I wish you could know how it feels dispatching officers, firefighters and EMT's out and when we call for them and our heart drops because no one answers back or to hear a bone chilling 911 call of a child or wife needing assistance.

I wish you could feel the hurt as people verbally, and sometimes physically, abuse us or belittle what I do, or as they express their attitudes of "It will never happen to me."

I wish you could realize the physical, emotional and mental drain or missed meals, lost sleep and forgone social activities, in addition to all the tragedy my eyes have seen.

I wish you could know the brotherhood and self-satisfaction of helping save a life or preserving someone's property, or being able to be there in time of crisis, or creating order from total chaos.

I wish you could understand what it feels like to Have a little boy tugging at your arm and asking, "Is mommy okay?" Not even being able to look in his eyes without tears from your own and not knowing what to say. Or to have to hold back a long time friend who watches his buddy having CPR done on him as they take him away in the Medic Unit. You know all along he did not have his seat belt on. A sensation that I have become too familiar with.

Unless you have lived with this kind of life, you will never truly understand or appreciate who I am, we are, or what our job really means to us...

I wish you could though.

* author unknown *

First District

Steve Wieger
Vice President

Greetings, it is hard to believe but things have been relatively quiet in the First District. We did enlist a new Local in Shererville. We welcome them and wish them the best.

We held a district meeting on October 16, 2003, and 12 out of 15 Locals attended. We have been fortunate for many years that a large percentage of our Locals are always interested in what's going on throughout the State. All three of our primary officers were there as well as our Pension committee members and our District PAC coordinator. IAFF 8th District Vice President Tom Miller was also with us. Many in our District are keeping an eye on Federal legislation that relates to the Social Security inequities for Firefighters and Police officers.

IAFF's V.P. Miller announced his bid for re-election as the 8th District's Vice President. It is not too soon to start planning to help him. Brother Miller has earned re-election through 28 plus years of active involvement in the PFFUI as well as the IAFF. Our own PFFUI Convention is not that far off and we should all be making plans to be in attendance. If you were not there to voice your opinions and concerns, it would be hard for you to complain when something happens not to your liking.



Treasurer Mike Pinkham giving the financial report at the November Board meeting



Board Members trying to decide what the best name is for this Newsletter.

Second District

Richard A. Dolsen Sr.
Vice President

I want to thank all of the Locals in the 2nd District for their continuing support.

I wanted to share with a lot of the firefighters throughout the state the tremendous job done by the PAC from Ft. Wayne Local 124.

The Ft. Wayne PAC had a budget of over \$50,000 and spent that money very creatively. The PAC held an extensive and exhaustive interview process in May. The results were communicated to the members of Local 124 Political Action Committee. The candidates were then endorsed by a vote of our membership. In July the PAC hired a pilot from Kokomo to fly over several events pulling a banner supporting our endorsed candidate for the mayor's office. The PAC had secured media time both in print and television for late October and early November. They used a number of large billboards in districts where the endorsed candidates were running.

Bus hut advertising was also extensively used to target districts and endorsed candidates. Members of Local 124 were used in television commercials for our candidates for mayor and at large council race. In six of the ten races the endorsed candidates were successful. The endorsed candidate for mayor was not successful, however, the impact of Local 124 was very impressive by any standard. I wanted to thank PAC Chairman Eric Lahey and his committee for a job well done.

Local 124 President Jim Ridley is to be applauded for his professionalism throughout the entire election cycle. President Ridley did a terrific job of identifying the issues and leading our Locals. Local 124 PAC in Ft. Wayne is a player and will be in the future and has gained the respect of both political parties. Local 124 PAC is on schedule to be able to spend \$100,000 by the year 2007—that is impressive!

Principle Officers Hanify, Sosbe & Pinkham listen to Officers and Committee Reports.

Third District

Mark Mastison
Vice President

Welcome on behalf of the 3rd District. The last few district meetings have been well attended by many Locals from across the largest district in the state. We have the largest variety of Locals, ranging from the smallest Locals in the state to the 3rd largest. But we all seem to agree on what the biggest problem is facing the PFFUI. Lack of communication throughout the state on what is available to Local unions from the PFFUI and the IAFF. There is so much information available to Local union Presidents and their members. Communication is the big issue. Most Locals don't have a clue on where to get needed information to solve their problems. That is where your state officers come in. We can help to steer you in the right direction. Whether it be furnishing the Local with possible leads thru the International, or finding another Local that has been thru the same situation. All of the information is there; it is just the communication process that is lacking. That is why your PFFUI Executive Board, at the direction of President Hanify, have spent the last several months identifying some of the educational needs that are prevalent across the state of Indiana.

One thing that is beginning to spread across the state is the understanding of the need for every Local to become more active in the politics of their area. Many Locals already have a PAC or are in the process of forming one. What most Local do not understand is this is a simple process is one of the most important things that a Local board can do.

Another very important thing for Locals to try to accomplish is to either get a Local member to run for a political office, or find a candidate that is willing to carry the ball for firefighters in their area. We need to support these candidates and do whatever we can to keep these people in office. The endorsement of firefighters is critical in some elections, so let's work to use this to the best of our abilities. If someone from your Local holds a political office, please forward their name to a state board member so we can attempt to maintain a list for future reference.



IAFF Eighth District

Tom Miller
Vice President

The 8th district is alive and well for the most part. Certainly we have our share of challenges. Money is tight almost everywhere. In some Locals we have layoffs, RIF's and equipment shortages. Local 93, Cleveland, Ohio, is threatened with 150 layoffs as the City wrestles with a \$61 million dollar budget shortfall. The most extreme case is Bellaire, Ohio, where the City Council voted to completely do away with their paid career department and replace it with a volunteer department. As of this writing the issue is still bouncing back and forth.

Yes, we do have it all in the 8th District. Thankfully, a lot of our members are doing quite well. I believe this is a direct result of the tremendous job our Local Unions and your State Union do, along with the wonderful job the IAFF Staff in Washington, D.C. does in getting the right information to all of us. President Tom Hanify, Vice President Chuck Sosbe, Secretary Treasurer Mike Pinkham, and the entire PFFUI Ex-Board members do a superb job for all of their membership. They are there 24/7, working their tails off making the PFFUI one of the premier State Unions in the United States of America. Keep up the great work, Brothers.

A few IAFF notes. The IAFF has recently had some great legislative gains in the Congress. The SAFER Act passed which will allow for the hiring over the next seven years of 75,000 additional firefighters. Also, the Hometown Heroes Survivors Benefit Act, which expands the Public Safety Officer Benefit to include heart attacks and strokes. More information on these victories can be found on the IAFF Website at www.IAFF.org. The MDA Jerry Lewis Telethon this year raised a record \$18.3 million dollars. Many, many thanks go to all of you who helped make this happen. Hopefully, we will all live to see a cure to this dreaded disease.

The IAFF 17th John P. Redmond Symposium was held in San Francisco, California, from Oct 5-9. Over 1300 attendees heard from a variety of speakers who spoke on issues that affect us daily. These included SARS; chemical, biological and radioactive acts of terrorism; short staffing; inadequate training; cancer; heart disease; and poor equipment. The attendees also heard from and gave a rousing welcome to Sen. John Kerry (D-Mass) on September 24th, whom the IAFF Executive-Board unanimously endorsed for President of the United States of America on September 24th. A 20-year member of the United States Senate, Sen. Kerry has a long-standing favorable record in his support of firefighter issues. In the coming months you'll be hearing a lot more on how you can become involved in the Kerry campaign.

It's not too early to talk a little about the 47th IAFF biennial convention. It will be held in Boston, Massachusetts, from Aug 15-20th, 2004. If you haven't been to an IAFF Convention, it is well worth the effort to get there. It's a U.S Presidential election year, which could provide for some interesting scenarios. I know as in the past the 8th District will be well represented.

As it is the season I would like to wish each of you a joyous Holiday and promising New Year. May God bless you, your families, and your Brother and Sister Firefighters. And let us not forget, May God Bless America.

Stay Safe

Don't allow your Local Union leadership to miss this year's Indiana Firefighters Legislative Conference.

February 3rd at the Embassy Suites Hotel, 110 West Washington street, Downtown Indianapolis.

This year's agenda will include:

- 2004 Legislative update
- U.S. Congressional update
- Presentation on how our pension affects SSI
- Update on recent court rulings and how they affect you
- Various State Representatives and State Senators and their vision for the future of Indiana

Welcome our newest Local!

Newly organized Indianapolis Airport Firefighters Local 4294



President of Local 4294 Bill Cline presenting the new contract to the membership.



Brothers of newly organized Indianapolis Airport Firefighters Local 4294 vote on their 1st contract. The contract passed 19 yes 2 no. Congratulations Local 4294!



Chief Rick Gentry and his staff listen to the details of the new contract along with members of Local 4294. Chief Gentry has worked with President Cline and Treasurer Bayliff throughout the negotiating process to get a fair contract.



Indiana Professional Firefighters Special Recognition License Plate

Indiana Professional Fire Fighters Special Recognition License Plate

The Indiana Fire Fighters' special recognition license plate is available to Fire Fighters and their families along with individuals who want to show their support for the career Fire Fighters in the state of Indiana.

The cost to individuals for the special recognition plate is \$40.00. A \$25.00 check or money order must be remitted to the PFFUI Secretary-Treasurer at the time of the request for application from the PFFUI. The Bureau of Motor Vehicle will collect the remaining \$15.00

of the fee when the individual takes the Fire Fighter license plate application to their Local license branch to obtain their plate.

Send a \$25 check or money order per plate request to:

PFFUI
PO Box 15735
Ft. Wayne, IN 46885-5735

Your authorization form(s) will be validated and sent back to you. After January 1, 2004, you may take the form to your Local license branch to obtain your plate(s).

Reserve yours today!

Local 586 to attempt Unique MDA Fundraising

As is the case with many municipalities in Indiana, The Bloomington Firefighters, Local 586, cannot collect money for the MDA via fill the boot on street corners or at intersections. We, just like other Locals, have attempted other programs to raise money for this important cause. All of which have had meager successes. But it was the gift that Local 586 sent to New York which gave us the idea to utilize one of the assets that Indiana is known for, Limestone. Local 586 sent two Memorial Stones to each of the Locals in New York, (L94 and L854) there are pictures of the ceremony with Local 854 on our website www.iaffLocal586.org.

While there, Peter Gorman suggested we market these Memorial Stones to other Locals. It was his suggestion that created this project. Over the last

several months we have come up with two styles, one similar to but not the same as, the Memorial Stones taken to New York, and one completely new style. These stones are being offered at a cost of \$2000 which will include delivery.

The money above cost will be donated to the MDA. If you are interested in a stone being delivered to your Union Hall or to your Department, please contact us at 812-322-6994 or PO Box 474 Bloomington, IN 47402 or e-mail firefighters@iaffLocal586.org and we will attempt to get a Memorial Stone to your Local.



4th Annual Brian Reed Memorial Golf Tournament

Benefiting the Indiana Firefighters PAC

Tuesday May 11, 2004
 Riverbend Golf Course
 Fort Wayne, IN
 11 AM

Florida Scramble - \$250 per team

Tournament Sponsorship: \$350
 Closest to Pin Sponsorship: \$250
 Longest Drive Sponsorship: \$250
 Tee or Green Sponsorship: \$100

Make checks payable to:
 Brian Reed Memorial Tournament
 c/o Mike Pinkham
 P.O. Box 15735
 Fort Wayne, IN 46885-5735

Please Include Player's names
 & language for signs.

Register by April 11, 2004

Pension Issues and Information

Thomas Marshall
PFFUI Pension Committee
tmarshall26@comcast.net

Brothers and Sisters,

This is our first column in the new quarterly PFFUI Newsletter.

When someone says the word "Pension" people within earshot usually tend to tune-out what is being said. As your pension can have a major financial impact on you and your family whether you are a new hire or a veteran with 32+ years of service you owe it to yourself to listen to what is being said.

It is our intention to inform and try not to bore you, as your pension benefit will provide a major source of income to you and your family for the rest of their lives.

We will start with an abbreviated history as to how we arrived at this point in time with the current pension systems and benefits:

1. Two major pension systems, 1937 and 1977 Pension Acts.
2. 1937 Acts were enhanced over the years by the efforts of our lobbyist in the state legislature resulting in, higher retirement benefits, earlier retirement, better survivor and death benefits.
3. Unfortunately the 1937 Acts was an un-funded (pay as you go) pension system that resulted in large un-funded liabilities to the cities for years to come.
4. In the 1970's it was evident that something had to be done and an entire new pension structure was developed to place fire and police pensions on a fiscally sound system.
5. The deficits in the 1937 Acts are being helped by pension relief money that has been secured by our lobbyist and friends in the legislature that reimburses approximately 45% to 50% of the annual pension costs to the cities.
6. Retirement age of the 1977 fund for a member with 20 years of service was reduced from 55 years of age to: 1) 50 years of age with reduced benefits or: 2) 52 years of age with no reduced benefits.
7. In 1990 major changes in the disability section of the 1977 Pension Acts were passed that affected how Local pension boards made decisions relating to "on and off" the job disabilities. In addition to the amount of benefits paid, the question as to whether the disability was "job related", which could result in how the tax status of the disability pension is treated by the IRS.

The most complicated part of the pension statute is the disability section and we will explore that and more in future articles.

This column, PFFUI Pension Committee members and your Local pension secretary can provide valuable information for your pension questions.

January 2004

The Political Action Committee of the Professional Fire Fighters Union of Indiana desperately needs your support

The successes we achieve in the Indiana General Assembly protecting and enhancing our pensions and other benefits could not be realized without participation in the political process. Elected officials at the state level of government have the ultimate 'say-so' in the statutes governing virtually every aspect of our careers, particularly our disability and retirement benefits. The state officials we lobby with cross all party lines and we are totally bipartisan in our support of those elected representatives who support professional Firefighters. These are the individuals who control your disability, retirement, and survivor benefits, and who write the statewide statutes governing merit systems, collective bargaining, residency requirements, disciplinary procedures, and countless other issues affecting you and your family as an active or retired Professional Firefighter.

The Indiana Firefighters PAC relies solely upon voluntary contributions. The PFFUI is requesting each member dedicate a minimum of \$1.00 per paycheck to build an effective political action committee. These contributions are not deductible for income tax purposes.

Please send your contribution today by personal check payable to:
Indiana Firefighters PAC
P.O. Box 15735
Fort Wayne, IN 46885-5735

Have you Moved?

Be sure to let us know!

You are welcome to mail, phone or email your new info to us. Please contact:

Secretary-Treasurer

Michael Pinkham

P.O. Box 15735

Fort Wayne, IN 46885

260-414-6889

Secretary@pffui.com

Convention Call & Notice of Election of Officers

PFFUI Convention

May 12-14, 2004

Fort Wayne Marriott

**305 E. Washington Center Road
(I-69 Exit 112)**

The 28th Annual Convention of the Professional Firefighters Union of Indiana will be held May 12th through May 14th, 2004, at the Fort Wayne Marriott hotel. A block of rooms is available under our name at a rate of \$89.00 single or double occupancy. Reservations must be made prior to April 12, 2004, by calling the hotel at 1-260-484-0411.

Registration will be held from 7:00 P.M. to 9:00 P.M. Tuesday May 11th, and again the following morning beginning at 8:00 A.M. prior to the start of the Convention.

Credentials will be mailed to Local Presidents in January. One copy of the credentials for each delegate and alternate who will be attending should be returned to the Secretary-Treasurer by April 12, 2004, and the original is to be carried by the member to convention for registration. The registration fee will be \$50.00 per registrant, checks should be made payable to the PFFUI.

Please refer to Article IV of the Constitution and By Laws for specific details on granting or carrying proxy votes. In addition, all Locals must have their per capita tax paid through the month prior to convention to be entitled to representation at the convention.

The cutoff date to remember is April 12, 2004. You must make your hotel reservations, return your credentials, and forward to the Secretary-Treasurer any resolutions your Local wishes to introduce by this date.

The Annual Brian Reed Memorial PAC Golf Outing will be held Tuesday May 11, 2004 immediately prior to the convention. We strongly encourage your participation in this event as players or sponsors to benefit our Indiana Firefighters Political Action Committee.

In addition to debating resolutions and discussing issues of importance to our organization's future, election of Officers and the selection of the site for our 2005 Convention will be determined. Nominations for Executive Board Officers and Convention site shall be held on Thursday May 13, 2004 at 11:00 a.m.

Please contact Secretary-Treasurer Mike Pinkham or your District Officers if you have any questions.

Calendar of Events



January 25-28, 2004 IAFF Human Relations Conference
Santa Monica, CA

February 3 Indiana Professional Firefighters Legislative Conference
11:00 AM
Embassy Suites
110 West Washington

March 14-17, 2004 IAFF Legislative Conference:
Washington, DC

April 26-May 1 Fire Departments' Instructors Course (FDIC)
Indianapolis Convention Center

April 30 FDIC Local 416 Open House and Pumper Pull
Local 416 Union Hall
5-10 PM

May 1-2, 2004 50th Annual Indiana State Firefighters Bowling Tournament
Key Lanes - Fort Wayne, IN
Entry Deadline April 15, 2004
Open to Active & Retired members of Full-Time Indiana Fire Departments
Contact: Ed Keller 260/637-3566
kellsared@aol.com

May 11, 2004 PFFUI Brian Reed Memorial Golf Tournament
Fort Wayne, IN - Riverbend Golf Course
Contact: Mike Pinkham - Secretary@PFFUI.com
11 AM

May 12-14, 2004 PFFUI State Convention
Fort Wayne, IN
Marriott Hotel
Contact Mike Pinkham - Secretary@PFFUI.com

June 26-27, 2004 Michael Kriech Annual Memorial Softball Tournament
Contact Danny Feeney (317)908-7998

August 15-20, 2004 IAFF Convention:
Boston, MA

Professional Firefighters Union of Indiana
623 East St. Clair Street
Indianapolis, IN 46202
www.pffui.com

