

BALTIMORE FIRE OFFICER

LOCAL 964

--STAFF--

STEPHAN G. FUGATE -- MIKE CAMPBELL

By and For the Professional Fire Officer

IN UNION

THERE IS STRENGTH

Volume IX, Issue 3

June/July 2005

From the Desk of the President

By Stephan G. Fugate

Dr. Barranco is retired,

"The Infirmary" is CLOSED

Got your attention? Good, because we need to talk. We need to have an open, honest, no-holds-barred debate about a very sensitive but persistent problem wherein peoples' feelings might get hurt, motives questioned, and the very integrity of a Baltimore institution put to the test. The problem, very succinctly, is what we know as "PSI" which includes not only the professional, administrative and operational personnel therein, but the role of the Department and Mercy Medical Center as well.

I can't presume to deal with all of the above in the context of a newsletter article, and I suppose I should be careful about what I do put to print, but it is critically important to get the issues on the table and provide some cautionary advice as a start. Additionally, let me make clear that I am NOT offering medical and/or legal advice; I am not vetting this writing to legal scrutiny; I am NOT espousing the official position of IAFF Local 964, and I accept personal responsibility for every word.

As background, in terms of direct experience with Departmental medical providers, there might well be two "extremes" with a majority of members falling somewhere in between.

There are, of course, the dinosaurs such as myself who can recall the times when the Departmental Infirmary was a defacto Family Practice for members as well as retirees. There were as many as six Phy-

sicians who, either by specialty or scheduling became "your" Doctor for any particular injury or ailment. Prescription medications were dispensed without charge, references were based solely upon patient care and the overall treatment was (for the most part) the classic Doctor/patient relationship.

That "Dr. Welby" atmosphere waned through time with the physical location of The Infirmary moving from Gay Street (Old Truck 1) to Oldtown where the new Infirmary was named in memory of an icon of individual medical care, Dr. Kirk Moore. Budgetary considerations finally forced a consolidation of BCFD members' medical treatment with that of the Police Department, and the last vestige of genuine patient care came to an end with the simultaneous retirement of Dr. Barranco, the closing of The Infirmary (which had moved yet again to the Police Department Headquarters Building) and the advent of what we now know as "PSI".

In contrast, there are a significant number of members whose *only* experience has been on either side of Calvert Street, but the vast majority of our members have transitioned through the sea change of experience with varying, mostly negative results. However subtle that change may have been in terms of appearance and general operation, make no mistake about it, the difference is dramatic and YOUR approach to the new reality is of consequence.

The long-gone, perhaps wistfully idealistic days of personal medical care in the singular interest of the member and their health have been replaced by occupational medicine with the interests of the various manifestations of the employer, be it the City or the Department, paramount. Considerations of staffing, overtime, workers' compensation, and in some cases personal biases trump patient care on a regular basis.

That's not to say that our "PSI" is somehow a rogue operation out to harm our members in some mercenary scheme, it's the very nature of occupational medicine in general. What (in my view) distinguishes occupational medicine from say family practice is that it is a business relationship with the EMPLOYER being of primary concern. The role of PSI is to serve the needs of the EMPLOYER, period. It can, and often does follow that the health of the employee is positively influenced as well, but that's a secondary consideration at best. Alas, even the proverbial "stopped clock" is right twice a day.

So what to do? You can't "avoid" visiting PSI if a medical condition interferes with your ability to perform your duties. Indeed, there are any number of Department rules and policies that *require* the reporting of certain conditions. Piece of advice number one, ALWAYS comply with policies and directives in reporting to and/or advising PSI when necessary.

Piece of advice number two; adopt a "Geneva Convention" mentality when at PSI offering only the medical equivalent of name, rank and serial number. Don't say ANYTHING, and I repeat DON'T SAY ANYTHING that you wouldn't want to have published in a Departmental Order! That's not to say that there's blatant violation of your medical information, but it comes close enough to be of major concern.

Additionally, your own words could very possibly come back to haunt you. You may well have *forgotten* that you said "... yeah, I've had this back pain for years..." but if you said it, it's in the medical notes of your visit and rest assured it won't be used to your advantage. I'm not foolish enough to offer a list of what to say

...continued on page 2

From the President's Desk.....

...continued from page 1

or what not to say, but be forewarned that EVERYTHING you say will be part of the official record and if it comes to a "he said-she said", YOU LOSE!

There are some very, very nice people at all levels working at PSI but they are NOT your friend, they are NOT your confidant, and they are surely NOT *your* advocate. You need a friend? Buy a dog. Need a confidant? We have Chaplains for that. And if you didn't already know, the Union is your ONLY advocate when things go sour for whatever reason.

Finally, (for now) there's no doubt that the successful bidding for services at PSI had much to do with the then near century-old relationship between Baltimore's Fire Fighters and Mercy Hospital. I won't bore you with the details, but Mercy Hospital might easily *HAVE BEEN* the earthly presence of St. Florian, and the comfort level so carefully cultivated lulled us into a sense of security. THAT relationship and comfort level, however, have been so shattered, it might well be too late for Mercy to EVER recover from the damage now done. I would STRONGLY suggest that Sr. Helen Amos, RSM and the Board of Trustees of Mercy Medical Center take immediate action to distance themselves from the operations of PSI and hopefully salvage their previously well-earned reputation.

MOP 336

A rather innocuous reference to a Departmental Policy that the Union Locals not only endorse and support, but helped to write and implement. The problem is that, as with SO many other issues, the original intent has been so bastardized by this administration that it truly begs the question "where's the adult supervision"?

Yes, this issue is part and parcel of the general "PSI" problems, but I'm not convinced that the real problem lies with PSI. Indeed, at a recent meeting with PSI representatives when the issue of testing within the provisions of MOP 336 was broached, the PSI personnel in attendance complained that the "... *policy is a moving target.*"

"Moving target" my rear! The only thing "moving" is the experience, institutional knowledge, and attitude of command

level members of OUR Department and OUR MEMBERS are suffering the consequences of THEIR individual biases! The provisions of 336 could NOT be clearer, and all one needs to do is follow the process as it was negotiated and agreed to, PERIOD! It's hard to imagine, however, that PSI can be expected to conform to a standard that the Chief of Fire Department himself has so cavalierly violated.

Again, as in the previous segment of this writing, I'm not attempting to answer the questions or take it full-circle, but only to put the issue out and send the message that the abuses are going to stop one way or the other.

"February" revisited

The February/March issue of this newsletter included a reference to the significance of the month of February for the members of OUR Department. In part, I'd written about the Tru-Fit fire and the six members killed inasmuch as 2005 is the fiftieth anniversary of that tragedy, but I unintentionally omitted yet another loss of life fire only five years before.

I received a letter of concern from the daughter of Captain Daniel T. Riordan who, along with Fire Fighter Joseph Duffy were killed in the line of duty at 117-121 West Baltimore Street on February 4, 1950 and was taken aback to say the least. While very cordial, the writer wondered aloud why her Dad's death was overlooked in the article and I must admit that I was not even aware of the circumstances and/or the common thread.

The very best I can do is ask forgiveness and understanding and say that I will NEVER recall the month of February again without remembering the sacrifice made in 1950. It was NOT with intent that those members were left out of the recollection, and I do hope that my apology is accepted.

The month of June

I am always mindful of the demographics of our Local and I recognize that "we" have gotten collectively younger in recent years. With that in mind, let me congratulate ALL of those in our extended family on graduations, weddings, anniversaries, retirements, and (not last of all) Father's Day.

Have a GREAT and SAFE summer!

From the Desk of the 1st Vice President

By Michael Waldner

Age is a monster we all must face, as it is inevitable that we will all get old if we are lucky. Along with age comes wisdom or so they say. I can't vouch for the wisdom part, but I am getting old. I think about what might go wrong and what might be wearing out because I have hit the fifties. At fifty, I started having physicals and more tests than I ever thought possible. Doctors are reminding me of benchmarks that I have reached in age, which signal time to be watchful. Occupational diseases also warrant more testing. We seem to be a nurturing ground for prostate and lung cancer. Heart attacks, stroke and high blood pressure seem to come with the job, too.

All this is leading up to good news for me and you, as well. Now that I am 54, I've had my prostate checked and rechecked and the dreaded colonoscopy. I have passed all my tests and my internist suggested one more. She suggested a heart scan as a preemptive view of the condition of my arteries and heart valves to help prevent a recurrent pattern in my family. My Dad had a heart attack and 2 subsequent open heart surgeries. This is a painless (except for the cost) procedure that takes a mere 20 minutes and is a great diagnostic tool, much better than the treadmill. Normally, this is a \$500 procedure not covered by BC/BS. My doctor had it herself, and was tipped off to a Community Outreach Program conducted by Union Memorial Hospital on Saturdays at *the discount rate of \$75*. This is a more reasonable and affordable rate for her patients of lesser means (you and me). She passed this on to me and I am sharing it with our members. The phone # is **1-877-744-3278**. If you or your spouse is 50 or older, please take advantage of this program. It is open to the public but only on Saturdays and they are booked months ahead at this time, so call immediately. Angioplasty or stenting a coronary artery is much easier and far less complicated than full blown open heart surgery.

Here is the next good news. I have worked out a pilot program for some of our *most senior active members* (you know who you are if you got my mail out, 25+ years service) with an eager staff at Union

Memorial Hospital for 40 members who were willing to volunteer to have a combination heart and lung scan done on the Sundays in June. They are very interested in studying the effects of our occupation on hearts and lungs. They have also shown interest from their Orthopaedics Department on the backs, hips, knees and ankles of our members. This is the beginning of what I hope will lead into a continuous program for our members.

Now here is what I consider to be the bad news. It has been difficult getting a response from our older active members, and for the life of me I can't understand why. Maybe a fear of the unknown or they just plain don't want to know. Maybe, it's fear of PSI getting any info that they can use against you. That is not possible, as I will explain later in this article. I mailed out the info to over 100 members and struggled to get 40 replies. I have coerced enough people to fill the spots and hope to report on the findings in the next issue. I also opened this study to Local 734 and they report the same reluctance to participate. We have filled 40 spots each and are on board after a lot of arm twisting. If this saves one member from a heart attack or worse, it will have been worth it to me.

All results are confidential and governed by the HIPPA laws. Results are only available to you or your designated physician. If you don't have a physician Union Memorial has a staff of the finest pulmonary and heart doctors and surgeons in the area and are willing to consult with you and your doctor of choice. Stay tuned for the follow up of my experience. I am going first to prove that it is safe. I accidentally identified myself as one of the senior 35 – 40 Suppression members in the Department today. Now I really feel old!

This just in prior to publication: I have returned safe and sound from my heart/lung scan and it was totally quick and painless. The procedure took all of 5 minutes in an open ring MRI machine, while I lay on the table and the table moved back and forth doing all the work. Results will be several weeks coming to me. All participants reported the same ease and simplicity in their experiences. They even gave us a \$2 off coupon for the parking garage, if you parked there. "Gitt'er done", you owe it to yourself and your family.

Softball season is in full swing in Perry Hall on Monday nights. We play double

headers and are sponsored by Firehouse Tavern and we are entered in our IAFF tournament in September. Perry Hall is an open age league and the IAFF entry is for "Forty and Over". We always need players due to shift work. If you are interested in playing contact me at BC6 on C shift or get in touch with me on the cell phone at # 410-908-2179.

Enjoy the summer!

HEALTH AND SAFETY

Not much new for this article, so here are some items worth mentioning again.

1. Still working on written confirmation system for apparatus repair reports and completion of work reports.

2. Send any Big Ed lights or batteries to shop for repair or replacement.

3. Any air mask failures are to be turned over intact to Safety Officer on scene ***as is*** for investigation and repair. Specials need to be forwarded as written documentation of failure for tracking purposes.

4. RIT bags and hoses are in purchase mode. Also looking favorably at including a respirator/regulator with quick connect that we now use to connect face piece to be included on RIT bag air mask.

5. Emails to report repair needs to shop go to:

FDSHOP.BALTIMORECITY.GOV but be sure to leave name and company, and print out a hard copy for your records.

6. New type glove still in the field for testing.

7. Working on a grant for exercise equipment for stations, and still trying to revive CPAT testing of new recruits.

8. Use the plymovent systems that are in place. We fought long and hard to get them. We are trying to expand coverage to red medics and reserve pieces, but it is a tough sell when the Administration sees systems not being utilized.

9. Working on cancer research with Hopkins and BCFD.

10. Portable radios for each seat (like hand lights) are coming in and being programmed.

11. Make sure to write "P" number on all PSI slips for follow up visits to protect your members rights with LOD injuries.

REMINDERS

Next meeting is June 16th after this publication, so for an update come to a

Union meeting. Contact me with items for agenda for June. If any issue is of an emergency or urgent nature, I will get in contact with Chief Heinbuch immediately to try and abate any problem.

We will recess for the summer after the 2nd June meeting. Hope to see all at the "Summer Picnic" on Friday, July 22nd (D2/B2). It is the best bang for the buck you will see all summer. Bring the family and enjoy yourselves. Eat, drink, and swim, that's what summer is all about!

Stay safe, and mark your calendars for September meetings for nominations followed by elections in the October/November.

Box 414

By Walt Lemmon

I want to start my article with a big THANK YOU on behalf of Box 414 for the generous donation that was given to the Club by the members of the Fire Department.

The month of May had the club involved in many activities. We were honored to be a part of the Fallen Heroes Ceremony that was held at Dulaney Memorial Gardens. The members of Box 414 catered the graduation of Class 15 at the Fire Academy. Fire wise things were quiet for most of the month until Friday, May 21st at which time we responded to a 3rd Alarm. The next day we served the Fire and Police at the Preakness. Just when the wagon was finished that detail and before we got back to station, a 4th Alarm was struck. The Coffee Wagon and its members put in some very long hours. Before the weekend was over we were Special Called to a Working Fire and early Monday morning the Police requested the Wagon for a standoff situation.

The annual Banquet was a huge success and all who attended had a fun filled evening. I was honored to receive the Charles C. Price Memorial Award for outstanding service to Box 414.

Memorial Day is the beginning of some very warm (maybe HOT) days. The Fire Department can count on Box 414 for our service of that Cold drink and a refreshing cold towel. We will be improving our service to keep up with the needs of the Fire Department.

**From the Desk of
the 2nd Vice President**

By Ben Alder

I hope everyone has an enjoyable and safe summer and we look forward to seeing you in the fall on Linwood Avenue. Remember, YOUR Union meetings are the first and third Mondays of the month at 1900 hours..... CONGRADULATIONS to all of the members recently promoted into or within Local 964..... We have moved several grievances over to the Labor Comm. for action at that level..... Remember, MDA drive will be over the Labor Day weekend, we need your support.

PSI: At this time we are waiting to strike arbitrators for the PSI Grievance that was filed LAST year. We now have yet another grievance at the Labor Comm. against PSI. If you have had a problem with PSI not following you Physicians instructions, whether it's LOD or N/LOD please contact me @410 908 0183.

Examinations: We heard plenty of COMPLAINTS and nothing good said about the recent promotional exams. As of now there has been no official complaint from the membership. We do hope to start a dialogue with DHR about future exams and the way they are written. Believe it or not the exams are written by one person with a subject matter expert from the department to look over the text. We would also like to see the practical part of the PO and EVD test re-established.

Golf Tournament: Congratulations to Bob Jordan and the rest of the Golf Committee on yet another fantastic job. I know a good time was had by all.

Retirement Information: If you are planning on retiring please make your appointment with the Retirement System (room 640 City Hall) on a date as early into your ninety day leave as possible. This can be done as soon as you start your vacation or know the date that your ninety will begin. For example, if your vacation starts June 1 and you will start your ninety Oct 1, CALL the Retirement System on June 1st to make an appointment for the first week of Octo-

ber. If you are not going to use vacation, call as soon as you know the date you will start your ninety. Remember, after you are thirty days into your ninety you can not come back.

Please do not wait to call, this is your pension and it should be important to you!

Metropolitan Fire Fighters: On behalf of the Metro Fire Fighters Burn Fund I would like to say Thank You to those who put forth the effort and raised \$33,335 over the Preakness weekend. The monies will go towards Education, Research and Equipment at the Johns Hopkins Burn Center @Bayview and Burn Camp for Burn survivors. Thanks to Joel White E-2, Tom McLhinney T-3 and Ron Schrieber BCoFD T-15 for all of their help.

The following is a complete list of monies raised:

E2	\$595.	E 4	\$1,107.	E 5	\$ 740.	E 6	\$751.
E8	\$380.	E 11	\$ 879.	E 13	\$700.	E 14	\$85.
E20	\$475.	E 21	\$407.	E 23	\$637.	E26	\$312.
E27	\$247.	E 29	\$751.	E 30	\$121.	E31	\$326.
E33	\$287.	E 35	\$1,376.	E 36	\$282.	E40	\$942.
E41	\$175.	E 42	\$300.	E 43	\$982.	E44	\$879.
E45	\$951.	E 46	\$697.	E 47	\$737.	E50	\$1066.
E51	\$312.	E 52	\$195.	E 53	\$303.	E54	\$25.
E55	\$96.	E 56	\$317.	E 57	\$689.	E58	\$317.

T 1	\$1487.	T 2	\$241.	T 3	\$848.
T 5	\$103.	T 6	\$430.	T 8	\$521.
T 10	\$1253.	T 12	\$2566	T 15	\$648.
T 16	\$279.	T 18	\$650.	T 20	\$217.
T 21	\$618	T 23	\$922.	T 25	\$574.
T 26	\$298.	T 27	\$1163.	T 29	\$412.
T 30	\$121.	FB 1	\$126.	R 1	\$412.

Battalion Totals

1	\$4,783	2	\$4,701.	3	\$4,704.
4	\$5,126.	5.	\$8,391.	6	\$5,628.

Top Engine was E-35 \$1,375. Top Truck was T-12 \$2,566.

**Baltimore Fire Officers Local 964
ANNUAL PICNIC**



July 22, 2005 12 p.m. - 6 p.m.
Valleybrook Country Club
1810 Valleybrook Drive (Kingsville)

Come out and enjoy 4 swimming pools, tennis and basketball courts, horseshoes and volleyball. Large separate pavilion for our members, kid's games and prizes.

Hot dogs, hamburgers, corn on the cob, chicken, watermelon, ice cream, beer and soda, plus more. Children under 13 FREE -- EVERYONE ELSE \$10.00.



Directions: Proceed North on Belair Road (Rt. 1) from 695. Turn right on Jerusalem Road approximately 2 miles to Valleybrook Road (on your left), follow to your entrance straight ahead.

From the Desk of the Secretary-Treasurer

By Bob Jordan

First, let me wish everyone a great and safe summer. It seems the weather may have finally broken through and we will be getting some warm weather.

The Annual John L. Seiss Benefit Golf Tournament was held on May 13, with perfect weather for golf. I first want to thank all the volunteers who came out and helped make this a very successful event for the VEBA Fund. Also thanks to my golf committee, our sponsors, the members of the department and guests that came out to play in the tournament. Without the help of all of the above, this tournament would not be as great that it is.

Thank you all again, and I hope you will be back again next year and those who were not there, plan to do so next year. We can always use more volunteers to help out.

Mike Campbell and I had the pleasure to represent the Local at the Annual Conference of the National Conference on Public Employee Retirement Systems (NCPERS) from May 6 to May 12. President Fugate was also there as a member of the board of NCPERS. There were keynote addresses each day and then educational "breakout" sessions in the afternoon.

One of the keynote addresses was by Lou Paulson, President of California Professional Fire Fighter, about the battle that they had with the "terminator" governor of the state over privatizing retirement and changing pension systems from defined benefit plans to defined contribution plan (like a 401-k -style) As you may, or may not be aware, Governor Schwarzenegger backed off for the time being, after the Fire Fighter Unions and other public employees put pressure on the issue. This issue has not gone away, just put off and I am sure it will resurface in other states and cities across the country, as governments try to find ways to cut their cost at the expense of their public employees. The IAFF, State Associations, and the local Unions will be keeping an eye on this issue.

Again, I wish all a safe and great summer, and hope to see you at the Union meetings in September.

From the Desk of the Recording Secretary

By Mike Campbell

I would like to begin this article by congratulating all of the newly promoted members into the Local and also to those who have been promoted within the Local. Welcome to the Baltimore Fire Officers and know that your Executive Board is here at your disposal. For those that have recently retired, good luck and enjoy your well deserved pensions.

That is a nice way to segue into my next piece. I recently attended my first National Conference on Public Employee Retirement Systems, NCPERS for short. What an eye opening experience! Working 20 years and becoming eligible for a pension seems to be the easy part compared with learning the intricacies of a Defined Benefit plan vs. a Defined Contribution plan and trying to hold on to it. Our F&P Retirement System is a Defined Benefit Plan. I won't get into a lengthy article describing our system as opposed to the Defined Contribution Plan other than to say that the DC plan is more along the lines of a 401K benefit whereas the DB plan is a defined pension that is spelled out in Article 22 of the Baltimore City Code. You can access the Baltimore City Code by going to the City of Baltimore's website. There are attempts across the nation to change public employee pension systems from Defined Benefit to Defined Contribution. One such locale has been California where the NCPERS Officers have been openly and strongly opposed to Governor Schwarzenegger's plan to eliminate DB plans for new hires. I am in full support of what the Officers of NCPERS are doing and am also glad that we have President Fugate, who is the Board Chairman of the F&P Retirement System and a member of the Executive Board for NCPERS. At the present time our pension system is about 97% funded and is not in jeopardy of any major changes. We will keep you abreast of any changes or attempts at changes that would affect you. For more information, go to the NCPERS website.

In September we are accepting nominations for the offices of President, 2nd Vice-President and 1 Trustee position. Each of these offices is a 3 yr. term that begins in January of 2006. Hope everyone has a great

summer and look forward to seeing everyone at the fall meetings.

Health Care

If you have any questions, do not hesitate to call.

President's Club

We exceeded my expectations with 32 members of our 2005 Presidents Club campaign. I would like to thank everyone who stepped up and contributed to our Pac-Fund. We couldn't do it without you! The President's Club is an integral part of our Pac-Fund and takes the monies that are collected and utilizes them to support the politicians who support us. Tom Nosek and I recently met with the good people of the payroll division in regards to obtaining a payroll deduction slot for our Pac-Fund donations. Presently they are testing a system with their IT department to allow this deduction. Stay tuned!

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

Cell - 443-629-0216

Work - 410-396-5161

E-mail: capttain16@hotmail.com

Words to twirl by...

Well, the cool breeze came on Tuesday,
and the corn's a bumper crop.
The fields are full of dancing,
full of singing and romancing,
'Cause the music never stopped

Grateful Dead

ENTERTAINMENT COMMITTEE REPORT

By Tom Nosek

The retirees dinner/dance honoring our 2004 retirees was held on April 28, 2005 and attended by 178 people was again a great affair. According to Buck Hicks, one of our honorees, the total service time of the 26 honorees was "870 years and 11 days" Please gentlemen, enjoy your retirement -- you EARNED IT. The raffle for the two night stay at Bavarian Inn brought in \$2405 for the VEBA Fund. Thank you. The winner was Brenda Heinecke of Berlin, Maryland. Please see the posting in the newsletter for the annual picnic which will be held July 22, 2005.

Tired and Retired

by Bob Hatoff

Back in 1963 when I was young and full of energy, not old and falling apart. My hair was dark brown, not white. I wanted more action than the 2 or 3 runs a week I was getting at Engine Co. #41. So I transferred to the busiest company in the city, which was Engine Co. #19, when there was an Engine Co. #19. Most of the members at Engine Co. #41 and Truck Co. #20, who had been at that house since before I was born, were convinced I had lost my mind. Now I admit they were right about my losing my mind, but they were wrong about the move I had made. I thoroughly enjoyed my time there and all the extra action. One of the good friends I made there was Tom Frazier, who was Pump Operator at Engine Co. #18, when there was an Engine Co. #18. In 1967 Tom was promoted to Lieutenant and I was promoted to Pump Operator and we were both assigned to Engine Co. #20. John Madsen was Lieutenant at Truck Co. #9, when there was a Truck Co. #9, was promoted to Captain and assigned to Truck Co. #18. Since we were all coming from the other side of town they naturally put us all on the same shift. That way no matter whether I had John or Tom up front with me, none of us knew where we were going. I say this so those of you who think Fire Chiefs making dumb decisions is something new, realize it's at least 40 years old. Well anyway Tom turned out to be a fine officer to work for and with. Tom went on to become President of our Local and I wound up on the Board of Directors. It was very difficult to watch

cancer cut him down and take his life while he was still in his prime. Last night (4-28) at the Local's retirement dinner dance, I was flabbergasted to hear my name called as the winner of the Captain Thomas Frazier Award. It was a distinct honor and even more so because it was named after a close friend and a man I very much admired. To President Fugate and the Union officials who have so honored me, you have my sincere thanks and gratitude, To Tom's widow, Ronnie, I promise to conduct myself in such a manner that will never bring anything but praise to his memory.

This year's Fire Dept. Retreat will be on September 14th and 15th, a Wednesday and Thursday. The cost will be \$68.00. If you need any more information or a ride, give me a call. If you can't afford the price, call Chief Rod Devilbiss. He has a lot more money than I do.

Now some sad news. The brake block on my 1987 Mercury station wagon went up. Since there isn't much demand for these parts, Ford, in their greed, no longer make or stock them. Even with my nerves of steel, driving without brakes was more than I could handle. As a result I had to euthanize the wagon. Now readers I want to warn you about buying Ford products. After you take 18 or 19 years to break them in just the way you like, you could wind up like I did. In lieu of flowers please send checks to the "Captain Bob New Car Fund", at my address below. All contributions are completely tax deductible as long as the IRS doesn't audit your return.

I hope you all have a safe and happy vacation this summer. As for me, Anita is taking me to the Bahamas for a week. She promised, if I behave, she will buy me a straw hat and a cigar.

As always you can reach me at 1805 Greencastle Dr., Balto., MD 21237 or 410-866-3235.

**Proposed Addition to Constitution and By-Laws
Baltimore Fire Officers Local 964**

Article III, Section 7: Monetary Motions

Any and all "Monetary Motions" from the floor that total Five Hundred dollar (\$500) or more will be put in the form of a written request and addressed to the Executive Board of Local 964. Action on any such request will take place at the next regularly scheduled meeting of the Executive Board. The member making the request will be advised of the action taken on the request. The Executive Board will determine the format of the request form and as necessary can change the format of the request form.

**Constitution and By-Laws Committee
Benjamin H. Alder Jr., Chairman**

THE BALTIMORE FIRE OFFICERS

Local No. 964

Meetings -- 1st & 3rd Monday

1030 S. Linwood Avenue

Baltimore, MD. 21224

PHONE: 410-276-6964

Non-Profit
U.S. POSTAGE
PAID
Permit No. 4815
Baltimore, MD

Change of Address -- Cut out and return to the Secretary, Local #964

NAME _____

ADDRESS _____

CITY _____ ZIP _____

PHONE No. _____