
BALTIMORE FIRE OFFICER

LOCAL 964

--STAFF--

STEPHAN G. FUGATE -- TOM NOSEK

By and For the Professional Fire Officer

IN UNION
THERE IS STRENGTH

Volume , Issue

February/March 2007

From the Desk of the President

By Stephan G. Fugate

Negotiations

A subject that's been all but absent from these pages for nearly three years is once again at the top of the page and the head of the agenda for both Locals. While the formal process historically begins, somewhat slowly, in early January and concludes on the last day of February, the preparation seems to never end and all too often, even reaching agreement does not always bring complete closure. Quite often, what was either clearly agreed to or what we thought was clearly agreed to comes back in some form or fashion to "bite" us and therefore revisited of necessity time and again.

Such is the nature of negotiations, particularly in an atmosphere of changing attitudes, objectives, and political reality wherein the only constant might well be the Union Locals and its representation. The MOU under which we currently work is the cumulative result of decades of give and take and while there's no need to re-write the entire document from year to year, there is ALWAYS room for improvement. As mentioned above, change is inevitable and, for lack of a better way to put it, change begets change.

With the process having just begun in earnest, it's not only premature to go into any great detail with regard to the proposals coming from both sides

of the table; it is also not a good idea to "negotiate" in a newsletter or any other such accessible medium. We have not, however, imposed any information "blackout" and we're certain that detailed information will leak out of the joint committees, but we would suggest you take most or all of what you might hear as rumor and understand that however plausible, it may not make the final agreement. We will continue to provide a continuing update of progress on our website on the "Negotiations" page which also contains a list of committee members whom you may contact directly for "rumor control" if you like.

It is currently our intent to have the negotiations process completed by the last day of February and, as always, there will be timely meetings and voting sessions to gauge the will of the memberships. It is also our intent and our hope to be able to reach agreement on the terms and conditions of a new MOU and to recommend approval without reservation. In any event, we will do what we believe to be in the best interest of ALL of our members and hopefully warrant your confidence and trust throughout the process.

Politics and Policy

Unless you've been living under a rock for the last three-plus months, you know that there has been a sea-change in the political landscape at several levels but nowhere more significant to our future than in the City of Baltimore. Once again, change begets change and we now move forward under the stewardship of a new Mayor and City Council President. While personal congratulations and well-wishes have been extended to both,

we would like to publicly congratulate Mayor Sheila Dixon and City Council President Stephanie Rawlings-Blake and wish them well in their new and challenging roles!

Fortunately, neither Mayor Dixon nor Council President Rawlings-Blake is "new" to us and our members, and we have worked with both over many years in many ways. Surely there have been differences of opinion from time to time, but I would like to think that any such disagreements have at least been resolved agreeably. We sincerely look forward to working together in the future to the benefit of the citizens we serve and the members we represent.

Any mention of Baltimore politics devoid of an acknowledgement of the pending City elections would be somewhat cowardly and that's NEVER been our nature. With regard to the Citywide races, the Mayoral contest is already crowded to perhaps an unprecedented degree while a filing deadline still nearly six months away. The race for City Council President is also shaping-up to be hotly contested and the race for Comptroller, we believe, will depend largely upon the aspirations of the incumbent and our friend, Joan Pratt. The only thing that is clear at this point is that we will have "friends vs. friends" in at least two of those contests and some very difficult decisions will likely have to be made.

Though it might well be of little consolation, this is not the first time we've experienced such a political quagmire. It was but twenty years ago when then Mayor William Donald Schaefer also made his way to Annapolis setting the stage for a similar show-down and though

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From the President's Desk....

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history would show we "backed the wrong horse" then, we recovered and survived. Truth is, however, that the election of 1987 did not present the same level of interest among incumbent Council members and the election of 2007 promises to be much more consequential in that regard, so we need to be all the more vigilant in our Local's endorsement process.

In terms of the "Policy" matter, when I first succeeded John Siess as Local President, one of the more enlightening and significant duties I assumed was attending the monthly Labor-Management meetings with then Mayor Kurt Schmoke. Those Wednesday morning meetings offered the unique opportunity, on a regular and ongoing basis, for Union Local leaders to by-pass the normal gauntlet and take issues of concern directly to the Mayor without filters or interference. An example of dubious distinction might be that it was at such a meeting when I first learned of the FPA Program. To this day, one might argue the viability of that ill-fated venture, but I would submit that it would NEVER have come about but for the nature of those one-on-one encounters with the Mayor.

Though the exact date escapes me, it was not long after Mayor O'Malley took office in '99 that those monthly meetings came to an end. At first, they were abruptly "postponed" or cancelled not to be rescheduled and it didn't take long to realize that Mayor O'Malley had little or no interest in continuing. My best recollection is that I attended my last such meeting on Wednesday March 1, 2000 and though there might well have been others thereafter, the meetings came to an end early that year.

I am pleased to report that, after a six year hiatus, those monthly Labor-Management meetings with the Mayor will resume again on February 21, 2007 and will continue on the third Wednesday of each month once again. I applaud Mayor Dixon for her willingness to continue those meetings, and if anyone in our Department doubts the significance of such an exchange, remember where the FPA Program was first presented.

DROP-2

Very much unlike the first subject in this month's offering, DROP-2 has been a regular feature for nearly two years, and while we thought we'd come to a final resolution, we have yet another "surprise" development to report instead. Through a rather protracted Council Committee hearing process, we had finally come to an amended version of the original legislation that satisfied both the Council Committee of authority AND the three principle Unions only to witness and eleventh-hour move to simply withdraw the Administration Bill completely.

At issue in the days leading to the January 22, 2007 Council meeting wherein a Second Reader was scheduled was the estimated savings to be realized by the amended version of the Bill which, as we now know, did not meet the criterion established by City in their effort to mitigate the claimed costs of original DROP. Using round numbers, what would have been a seven to nine million dollar savings was reduced to approximately one million dollars by the amendments advanced by the Union Locals and approved by the Taxation and Finance Committee. With such a reduction in savings imminent, it was decided that rather than have the savings so diminished in new legislation, it was best to withdraw the legislation and, I suppose, start from scratch yet again with new legislation.

Another surprise, however, was looming as the Council voted to deny the withdrawal of the now amended legislation and send it back to Committee for further consideration. I have been following the Baltimore City Council very closely for more than two decades and I have NEVER seen a Bill slated for "Withdrawal" on the published Council Agenda sent back to committee. That's not to say it has never happened, but I have certainly not seen it happen.

The net result of the Council action on January 22, 2007 is that the amended legislation now goes back to committee for review and there's a significant turn of events on that very Council Committee itself that could have been noted in "Politics and Policy" above. For six years, our friend and Councilman,

Keiffer J. Mitchell, Jr. chaired the Taxation and Finance Committee and guided our amendments to DROP-2 through his committee leading up to the January 22, 2007 Council session. But days before that Council session, Councilman Mitchell was removed as Chair of the Taxation and Finance Committee and replaced as Chair by Councilwoman Helen Holton, another longtime friend of ours on the Council. What happens at this point is anyone's guess and we have scheduled a meeting with Councilwoman Holton to address our concerns.

At the very least, the DROP-2 issue will be a continuing subject in this newsletter, and we will do our best to make sense of what has become a very complicated and contentious issue. We do recognize and appreciate the significance of this matter for nearly two-thirds of our members and we continue to give it no less attention than contract negotiations itself.

Pension Protection Act

Mike Campbell outlined the basic provisions of the Pension Protection Act as adopted on August 17, 2006 and the IRS has recently issued rulings regarding some of the provisions though there remain some unanswered questions, and we hope to be able to address those issues after attending legislative conferences in the near future specific to pension issues.

What we do know is that the \$3,000 credit approved in the legislation applies premiums paid to "regulated" health-care plans and paid directly from pension benefits. Clearly, all retiree health-care premiums are paid through benefit deduction, and it is just as clear that all of the health-care providers are regulated by the State of Maryland. The singular disappointment with the IRS ruling is that the benefit only applies to retired/disabled "public safety employees" and does NOT include the surviving spouse of a deceased public safety employee.

With regard to the DROP benefit distribution, the Act quite simply changes the age for imposition of penalty from age 55 to age 50. Same rules, same parameters, but effective with signing (8/17/06) any member taking the lump-sum distribution will NOT be sub-

ject to a ten percent penalty IF they are over age 50 as opposed to the previous standard of age 55.

It has come to our attention that IRS Publication 575 which contains rules and regulations for Pension and Annuity Income for 2006 filings appears to include the \$3,000 credit for public safety officers' health-care premiums to Tax Year 2006. Far be it from us to provide tax advice, but we would suggest very close scrutiny and advice from a tax professional before you include this credit to Tax Year 2006 returns. Among the IRS rulings cited above is the stipulation that said credit "...applies to distributions in taxable years beginning after December 31, 2006." (emphasis added).

As always, regulation 1 in filings with the IRS is that is best to be safe than sorry.

Lieut. John Giotis

By now, we believe that everyone is at least somewhat aware of the horrific injuries suffered by our member, Lieutenant John Giotis in late October. We might also assume that it's quite well known that, following an extended stay at Shock Trauma, he is currently recovering at Brightwood Center which is very near the end of the JFX in (near) Northern Baltimore County just outside the beltway.

We report this now because we were negligent in reporting it previously, and we want to be sure that John, his family and everyone else knows that it was not with intent or malice. It was an oversight given all else that we encounter daily and nothing more, nothing less. It just so happens that John is the brother of a Fire Academy classmate of mine and recently retired Battalion Chief, Frank Giotis, Jr. and the son of our good friend and retired Medical Bureau Lieutenant Frank Giotis, Sr. so God knows we have John in our thoughts and prayers, and we hope that he'll forgive for the delay in his mention.

Again, John is currently recuperating at Brightwood and we encourage you to call and/or visit. The single best way to contact him at this point is by calling him in his palatial suite at Brightwood at 410.832.2354. God Bless, John and our wishes for a full recovery and a return to duty.

From the Desk of the 1st Vice President

By Michael Waldner

We are concluding our work with Union Memorial Hospital with the heart/lung scans. They have proven to be a life-saving revelation to many of our Brothers. As I write this article, the remaining Sundays in February are being filled up and testing will cease until we begin a new initiative. I have been working with Union Memorial's Fitness Center to revive the Fitness Assessment Program that was conducted in the fall of 1987 through the Human Performance Lab at Union Memorial. If you were around then, you will recall that all members of the Department were put through blood screening, physical assessment as well as a treadmill/breathing tests and received a spiral booklet with comparison results to the general population so as to view your general condition. There was much helpful info to advise you on how to improve your health and conditioning. Unfortunately, the Department chose not to continue this program after the initial consultation. Union Memorial has elected to revive this program through the Local at no charge to the member. We have chosen to conduct this program on your time instead of involving the Department as in the past. Assessments will be by appointment at the Fitness/Rehab Center and will include the same type of screening and testing. Heart and lung scans will be offered at that time for the same \$150 fee. This program will be offered to ALL interested members. The results will be available to you or a Doctor you designate only. That is why we are promoting this program to you on your time, unlike the last time when we did it as a company on work time. We have had much success and participation due to the confidentiality of the heart/lung scans, and we intend to continue in that mode with this venture to ensure that trust level. Please take advantage of it when it is offered. Presently, the Executive Boards of both Locals will be the first round of test subjects used to fine tune the program. I have already been through, and I can at-

test that the stress test part is now done on a stationary bike and takes only about 10 minutes for a six minute ride. The improved technology since 1987 makes this program easier and quicker to attain the same results. The entire program including the heart/lung scan will take about 1 hour of your time and can be done any day the Center is open for regular business. It will be worth it just to get every member through the heart/lung scans to check the older members or establish a base line for the youngest members. There will be much more in the next newsletter and at monthly meetings.

As always, I will mention again about the Community Outreach Program conducted by Union Memorial Hospital offering the heart/lung scans only on Saturdays to the general public at the rate of \$75 each. The phone # is 1-877-744-3278. Getting both for a combined \$150 is a great bargain. There was a mailing that I received from Upper Chesapeake Hospital that offered a heart scan only for a \$799 fee. The Union Memorial program is much more reasonable and should not be ignored. Our retirees can take advantage of this program until we complete the active members. It is open to the general public (your spouses, parents, siblings are eligible in this program) but it is only on Saturdays. The wait is not as bad as it had been due to the opening of another scan program at Franklin Square taking some of the crush off the schedule at Union. If Union Memorial is not convenient for you, contact Franklin Square Hospital (sister to Union Memorial in the same Health group). They have a scan machine and are doing heart scans through its own Community Outreach Program. Check with them on pricing, but it should be similar. The number for Franklin Square is 443-777-7900.

Spring training is just around the corner and the season will be starting soon. Anyone interested in playing slow pitch softball in the Perry Hall area should contact me at any of the numbers listed below to reserve a roster spot. We are sponsored by Firehouse Tavern in a Monday (open age) night league. We can always use new players.

I also play softball in the Harford County Senior League (age 47 & up) on

Tuesday and Thursday nights, as well as on a traveling tournament team in the 55-60 age bracket. If you meet the age requirement, call me for league info. The tournament teams compete all over the East Coast and on the National level, if qualified. Brackets participated in include 50-55, 55-60, 60-65, and 65 and older. These teams are always looking for new talent. Contact me if interested in playing, and I will connect you with the program.

Stay safe, attend a meeting and remember this is your Union. I can be contacted to answer any questions or try to help with any problems at (C) 410-908-2179, (H) 410-879-4545, or (W) 443-984-1737 or email at captald@aol.com.

From the Desk of the 2nd Vice President

By Mike Campbell

I hope that everyone had a very Merry Christmas and a joyous New Year and has so far enjoyed this rather mild winter. Things are beginning to change outside as I type. Chance of snow and ice this evening so bundle up and stay safe! We have just begun contract negotiations with the City and the only thing that I can truly speak of is that everything from wages, scheduling, health care, vacation, ALS and other pay for certifications along with other issues are on the table from both sides. As usual, the Chief of Dept. has his agenda, and it certainly isn't beneficial to the men and women who serve so courageously the citizens of Baltimore in the BCFD! As has happened in the past, the Chief is attempting to strip you of the same benefits and privileges that he and his staff have enjoyed and relied upon that were attained by this Union for the majority of his career. Officially, we must be completed by March 1st unless both parties agree to go further so hold onto your hats, wallet and Kelly cards it could get a little unsettling along the way! President Fugate has shaken the cobwebs off of the "Negotiations" page on the website, so instead of getting your info. from one of our self-ordained fire house lawyers, I would highly suggest that you

either ask a member of the committee or go to the website for the latest factual information. The Fire Officers Committee consists of Steve Fugate, Mike Waldner, Bob Jordan, Tom Nosek, Alex Perricone, Steve Kowalewski and I. www.iafflocal964.org. Again, we are blessed to be represented by the law firm of Kahn, Smith and Collins with Joel Smith being our lead attorney.

The Department, it seems, has come up with their own definition for the word "reasonable" when it pertains to reasonable suspicion and MOP 336. Webster's unabridged dictionary defines it as follows: "agreeable to reason or sound judgment, logical, not exceeding the limit prescribed by reason: not excessive". With the sudden up tick of members being sent for testing based upon their broad definition for reasonable suspicion, the Fire Dept. is violating the intent of the policy and we have filed a grievance based on that tenet. The Fire Academy has begun sending the recruits to the field on Saturdays, and I find it to be an excellent idea. As Officers we should be making sure that these folks are matched with an EVD, PO or senior member to learn what it is we do out in the field and also encourage their questions so as to make them more informed when they finally do arrive in the field! There has been some Federal Legislation passed that is beneficial to our retirees. The Pension Protection Act of 2006 provides the following: Beginning January 1, 2007 all current and future retired public safety officers may receive a \$3,000 tax credit toward the cost of health insurance or long-term care insurance premiums. Depending upon a retiree's tax bracket, this will mean tax savings of between \$540 and \$870 per year. Also included is language eliminating the 10% penalty for withdrawing money from DROP accounts prior to age 59 1/2. Beginning August 17, 2006 retirees will be able to access DROP money at age 50 from a governmental defined benefit plan after separating from service with the employer maintaining the plan without a penalty. President Fugate will have more on this in his article. The IRS has established guidelines but is still being questioned by various retirement systems. The Memorial Service, whereby we pay homage to our

Brothers and Sisters who have passed on this past year will be coupled with Medals Day as a Day of Remembrance in Archbishop Curley High School's chapel, 3701 Sinclair Lane. Fire Fighter Roberts will be honored at this ceremony. The date is May 5, 2007.

CitiStreet has begun an Advisor Service that will assist you in managing your Deferred Comp. account and give personal advice. You can contact them @800-905-1833 or go their website. The next meeting of the Deferred Comp. committee is scheduled for February 27, 2007. If you are not participating in the Deferred Compensation Program I would highly recommend that you begin immediately. This is an excellent avenue to save for the future and with Health Care increasing for Retirees this may be your way of financing it in the future. If you have any questions give me a call.

I would also ask everyone to keep EMS Lieut. John Giotis and his family in your prayers. John is recuperating at the Brightwood Rehabilitation Center for injuries sustained while off-duty.

Health Care

A reminder to our members that if you have alternative health care and lose it you can apply for the City's coverage as long as you show proof of loss to the City within 60 days of that loss in coverage. Also, Kaiser, Optimum Choice and UHC allow physicals every year, whereas BCBS limits these exams to once every 36 months. Please be advised that, upon retirement, if you are covered by an out-of-State Blue Cross/Blue Shield Plan (either PPN or Traditional) you no longer have Dental Coverage as part of your benefit package. You will need to seek out your own dental coverage and will NOT be reimbursed for such expenses. If you remain in Maryland, however, you will still have access to The Dental Network. Once you reach the age of 65 years and qualify for Medicare you are converted to BC/BS Traditional coverage and are no longer eligible for dental coverage. I read today where Governor O'Malley would like to increase the age to 25 yrs. for coverage of children on their parents health insurance policies. I have discussed this with the City's Benefits

Commission previously and hopefully this will assist me along the way. If there are any questions please don't hesitate to ask.

Safety and Health

Jim Bellamy has informed me that a couple of members of the Dept. have begun repairing the Plymovent systems on their off time. If you have any Plymovent issues, please contact Jim and I. If you are having a problem with your fire house, apparatus, clothing or any other item, please let me know by way of e-mail or phone. I hear more often than not that something has been going on for some time and no one had knowledge of this from the Local. Also, House Captains if you are experiencing a problem, make sure that you are writing a Special Report along with calling Ms. Hendricks and Jim Bellamy. I would also recommend that you e-mail the Safety Office (FDSO@baltimorecity.gov). Having documentation makes it much easier in having an issue resolved. The next Safety & Health meeting will be 2/15/07. Call me with any concerns.

President's Club

Currently we have 98 members who are contributing to our PAC Fund. Of those, we have 94 President Club members. The PAC Fund is our most important tool to have the local politicians listen to our concerns. If you contribute \$4.00 or more a pay you are automatically included in the Presidents Club. Thanks to those who have contributed and to those who haven't, contact me if you need a dues deduction card.

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: 410-396-5773
E-mail: capttain16@hotmail.com

Worlds to twirl by...
Went to see the captain
Strangest I could find
Laid my proposition down
Laid it on the line;
I won't slave for beggar's pay
Likewise gold and jewels
But I would slave to learn the way
To sink your ship of fools!

GRATEFUL DEAD Pink Floyd

From the Desk of the Recording Secretary

By Tom Nosek

I hope this newsletter article finds everyone safe -- as winter is upon us with a vengeance, please stay safe and warm on the fireground. That brings me to Box 414 Assoc. who delivers hot coffee and refreshments on cold winter nights. Please make an effort to give a few dollars to their annual request for donations.

Negotiations are going slow, but everyone on our and 734's team tell me that this is normal. Things should be heating up in the next 10-14 days. We should be grateful for our chairman, Mike Campbell, for his fine and dedicated efforts. Mike's colleague Dave Cox of local 734 is as impressive. My thanks to both gentlemen.

My efforts will again be focused on our annual dinner/dance for our 2006 retirees. We will be honoring 16 members (see flyer) who have served our department over the years with dedication and pride. Please make every effort to try and attend. The dinner /dance is Saturday, April 21, 2007, 8 pm- 12 am. Along with the dinner/dance our annual raffle to benefit our VEBA fund will be drawn that night. The getaway this year is a two night stay in BOSTON (courtesy of Boston Local 718). Air fare will be provided!!! Each member active and retired will be receiving two \$5 raffle tickets in the mail in about two weeks!! Please make every effort to sell these. This is the only time the Local asks for your effort in supporting the VEBA fund.

Social Night will be Wednesday, March 21, 2007 from 7-11 p.m. Menu includes steamed shrimp and cold beer, plus more (see flyer).

Plans are under way for a Spring retirement seminar-- watch for flyers and our web site for locations and dates.

Tired and Retired

by Bob Hatoff

When we last left the soap opera, "As The Fire Dept. Turns", there was great turmoil in the Magic Kingdom. As the Dixon Administration approached, chaos increased. The announcement that Chief Goodwin had been retained was unnecessary. The sigh of relief from the clouds above headquarters could be heard 30 miles in all directions. I hate to break the euphoria, but the election in September could bring back the chaos. That's the chance you take when you kiss butt in lieu of hitting the books.

Now back to the real world. On 2-6-07 Janice and I celebrated our 48th anniversary. People have asked me how Janice has put up with me for all of those years? My answer is I've always respected her. I've bought her nice gifts without consideration of the cost. On special occasions, I've always taken her on exotic vacations. For an example, I took her to Beijing, China for our 25th anniversary. Then the comment was made that I must have something really great planned for our 50th. I replied that I was thinking about going back to Beijing to pick her up!

Okay, I guess I'll get some phone calls from angry wives. Plus my chances of getting a larger sized sack coat are probably between slim and none. Still life will go on. I continue to enjoy my retirement, and I refuse to act and write as if I were sane.

Now I'm sure some of you out there are having birthdays and anniversaries. I can't keep writing about mine, because I checked and I only have one a year. So let me hear from you and I'll make you famous.

I can still be reached at 1805 Greencastle Dr, Baltimore 21237 or 410-866-3235.

**JUST 32 DAYS TO
BALTIMORE'S ANNUAL
ST. PATRICK'S DAY PARADE,
SUNDAY, MARCH 11, 2007!!!**

**Baltimore City Fire Officers
IAFF Local 964**

Annual Retirees Dinner/Dance

**April 21, 2007- 8pm -12 am
Columbus Gardens,
4301 Klosterman Ave.**

Tickets \$30

**Hot Buffet, open bar, live music and dancing
Boston vacation raffle
Donated by BostonFF's IAFF Local 718
Proceeds benefit the VEBA fund**

Honoring The 2006 Retirees

- | | |
|-------------------------|-------------------------------|
| Lt Dave Franz -E27 | Lt Charles Grantalnd- E26 |
| Lt Jim Bandelin - T26 | Lt Malvern Jones- T21 |
| Capt Ed Schaeffer -E8 | Lt Donald Fletcher -T18 |
| Lt Gil Wroten- Hdqs | Lt Adam Watkowski - T29 |
| Capt Frank Ulhorn- T8 | LtEdDix- E35 |
| Capt Ed McCartney- E21 | Lt Dave Baker- T30 |
| Lt Carlos Maddox- E47 | BC Robert Salefski- 3rd Batt. |
| Lt Darwin Williams- T25 | BC Warren Ashbrook -6th Batt. |

**For Tickets and Raffle chances:
Contact: Lt Tom Nosek T3 (H) 410 638 2231
(T3) 410 396 9205
Lt Frank Schlosser E4
(C) 410 499-5441 (E4) 410 396 6204**

Local 964 Social Night

Wednesday, March 21, 2007
7pm -11 pm
Cost \$10

Location: Grundwald Club
2825 O'Donnell St,
South side of our Union hall

Menu: Steamed shrimp, roast beef, cold beer, soda,
desserts and other fine Baltimore cuisine!!!!

**Take a night out with your
Union brothers and sisters!!!!!!**

Box 414

By Walt Lemmon

Box 414 would like to wish all members of the BCFD a Happy, Healthy, Safe and Prosperous New Year. January has started off to be a very busy month.

Old Man Winter is here and with it brings those Cold Days and Nights. Now that we have improved our services with two wagons, Box 414 will be there to provide that Hot beverage and Hot food.

We will soon be collecting our annual donations. Keep your fingers crossed that we can get on the payroll deduction. This would make the collection more simple. In the mean time we need your donations. We need all members to give in order for us to meet our increasing expenses.

**THE BALTIMORE FIRE OFFICERS
Local No. 964**

Meetings -- 1st & 3rd Monday
1030 S. Linwood Avenue
Baltimore, MD. 21224
PHONE: 410-276-6964

Non-Profit
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Baltimore, MD

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

NAME _____

ADDRESS _____

CITY _____ ZIP _____

PHONE No. _____