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Historical Society and Museum for the Calif. Depart. of Forestry and Fire Protection

3800 Sierra Way San Bernardino, CA 92405 Phone: 909-881-6984 Email: CDFMuseum@yahoo.com

Newsletter

CAL FIRE MUSEUM

History of CDFEA & CalFire Local 2881 By Ray Snodgrass

The recent U.S. Supreme Court decision (Janus) seems to have many unions scrambling to make sure each does not lose dues money, the life blood of any such organization. I'm not going to get into the finite details of the decision except to say some unions need to be worried especially if they are not properly representing their members.

The California Division of Forestry Employees Association (CDFEA) was formed long before we considered ourselves a "union". Also, long before the state was required to meet & confer in good faith resulting in a binding, written agreement (MOU). And, long before any organization was considered the "exclusive" representative for a group of state employees.

Although the Division of Forestry was granted department status in the mid-1970's, it was not necessary to change the acronym, CDFEA, even though the official name of CDFEA became California Department of Forestry Employees Association.

As CDFEA grew in numbers and the need to improve the wages, hours and working conditions of state firefighters also grew, the desire to become a more cohesive association spread among the CDF firefighting personnel along with many of the non-safety positions supporting the field operations. While membership remained voluntary, individual members realized there was strength in numbers thus joining and remaining members of the association working to improve many aspects of their chosen career. Non-members enjoyed the improved benefits even though they contributed nothing to the efforts. It should be noted only a very small percentage of employees chose not to join. Full membership was well over 90%.

The changes implemented in the late 1970's and early 1980's changed the way CDFEA operated and how membership was maintained. First came

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SEERA, the so-called collective bargaining law that changed the complexion of labor relations between the state and state employees. Lines were drawn defining supervisors/managers (non-represented) and rank & file (represented) employees. Decisions were made on the organization having the exclusive right and responsibility to represent defined groups of state employees. Firefighters employed by CDF were granted the right to be represented by the exclusive representative for Bargaining Unit 8. CDFEA won the election to represent Unit 8 and became the exclusive representative.

Provisions in SEERA protected the exclusive representatives (unions) by requiring all members of the bargaining unit to be a member. A provision was included to allow those employees not wishing to pay union dues to opt out of being a full member but still requiring a "fair share" fee be paid to the exclusive representative. While there have been some changes to the methodology of determining the amount the fair-share fee should be, the provision has been in place for nearly 40 years in California.

1982 brought several changes to the association. The affiliation with the International Association of Fire Fighters (IAFF) and the California Professional Fire Fighters (CPF) was consummated with CDFEA becoming IAFF Local 2881. There is no significance to the Local number as it was the next up number for new locals joining the IAFF. The first MOU was negotiated between CDFEA Bargaining Unit 8 and the State.

Even though we called ourselves an association prior to affiliation, we really were a union, we simply chose not to call ourselves a union because to many of us, the word "union" stuck in our craw. However, over time, union has become a household word in the ranks.

In the late 1990's, CDFEA changed its name to CDF Firefighters. We then were called CDF Firefighters Local 2881. Then, just a couple of years ago, our name changed again to Cal Fire Local 2881.

The official name of CDF did not change but the authority to call the department Cal Fire has certainly changed how we are perceived around the state, nationally and world-wide. I think most of us have noted the change in how the media says our name. Many media outlets never did change from Division to Department. However, now you seldom hear anything but Cal Fire.

The change from Division to Department, the addition of "and Fire Protection" to the name and the subsequent acronym change to Cal Fire would not have happened without the union carrying the ball. First by introduction of necessary legislation and lobbying for the passage of the bills to achieve these positive changes resulting in much better recognition of what our firefighters really do each day.

1985 brought one of the most significant changes to the way our personnel were paid and the determination of overtime. The court determined state employees were subject to the provisions of the federal Fair Labor Standards Act (FLSA). The impact on Cal Fire employees was drastic as Cal Fire line personnel worked over the 53 hour per week threshold by a substantial margin. These impacts and many other issues will be explained in the continuation of these guest articles.

WE NEED YOUR HELP

At this time our museum is run on a volunteer basis and we need some help. Are you retired and looking for something to keep you busy a couple of days a week? Do you and your kids want a place to do something fun and help the community? Maybe you just want to be part of something bigger. Our museum is growing and we want you be a part of it.

Our current volunteers are doing great things to help us preserve the history of CDF/Cal Fire.

Steve Maurer and the Cal Fire Museum wrote and edited "Images of America Cal Fire San Bernardino,

Inyo, and Mono Counties." Copies are available for purchase on our website www.calfiremuseum.com.

If you would like to contribute by creating a book for you unit, contact the museum.

Libby Groom has put together a great pictorial history of CDF on the website www.cdfhistory.smugmug.com. There are many opportunities big and small to help this museum grow. How do you want to contribute? Email us as at cdfmuesum@yahoo.com.

If spending time in the museum is not for you, we also have positions available on the board of directors. This would require quarterly meetings and participation in the governance of the museum. To be part of the board of directors you must be an active duty or retired Cal Fire employee. Currently we have three positions open for directors.

As always your donations are welcome as well. There are several ways that you can contribute to the museum. This can be done through payroll deductions, retirement deductions, directly at the museum or through PayPal. All donations are tax deductible.

For those who wish to include the Museum in their Will or Trust.

Below is a Sample of bequest language for your consideration, always consult with your legal advisor.

Legacy Giving & Charitable Gift Planning

Sample bequest language

When including a bequest provision in your will, always use the full legal name and provide the Federal Taxpayer Identification.

The full legal names is:

"Historical Society & Museum for the California Department of Forestry & Fire Protection"

The Federal taxpayer identification numbers is: 33 - 0941817

Consultation with a legal advisor is encouraged. The following is for illustration only:

Bequests for unrestricted purposes

Unrestricted gifts are to be used for the greatest need at the time determined by the Board of Directors. A general unrestricted bequest is especially valued by the Historical Society & Museum for the California Department of Forestry & Fire Protection. A proportional bequest is often the best way to accomplish your goals. We would receive a percentage of the estate or the residue of the estate after all other provisions have been met.

Sample language: "I give to {The Historical Society & Museum for the California Department of Forestry & Fire Protection} {percent} of my estate, or (percent of the rest, residue and remainder) of my estate to be used for the benefit of Historical Society & Museum for the California Department of Forestry & Fire Protection."

Gifts of securities

For a bequest of securities, the possible language is: "I give {The Historical Society & Museum for the California Department of Forestry & Fire Protection} all of my shares of XYZ stock or mutual fund to be used for the benefit of Historical Society & Museum for the California Department of Forestry & Fire Protection."

Specific gifts

For a bequest of cash, the possible language is: "I give to {The Historical Society & Museum for the California Department of Forestry & Fire Protection} the sum of (Amount) to be used for the benefit of Historical Society & Museum for the California Department of Forestry & Fire Protection.

Contingent bequest

A contingent bequest takes effect only if the primary intention cannot be met (e.g. if the primary beneficiary does not survive the donor). This ensures that property will not be distributed to unintended beneficiaries.

Sample language: "If (name of primary beneficiary) does not survive me, or shall die during the administration of my estate, or as a result of a common disaster, then I give to {The Historical Society & Museum for the California Department of Forestry & Fire Protection} all of the rest, residue, and remainder of my estate, to be used for the benefit of Historical Society & Museum for the California Department of Forestry & Fire Protection."

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We these six engines License and Insured, the 1930 Ford Model A which is housed at Nevada City, the 1939 GMC which is housed at Ramona Air Attack Base, the 1942 Mack which is housed at Santa Rosa, the 1948 Dodge which is housed at El Dorado, the 1956 IHC Model 1 which is housed at Catheys Valley and the 1963 Chevrolet Model 1 is housed at San Bernardino.

They are available for parades and static displays, it is the requesting units reasonability to transport them to and from the event.

Currently the 1956 IHC and 1963 Chevrolet have mechanical issues and are not available we are working to get them repaired.





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REQUESTING YOUR WRITTEN BIOGRAPHY

It is important to the Museum that we gather and record as much history of the Department and its personnel as possible. Listed below are questions that we feel would be pertinent. We are asking each and every one of you, doesn't matter what position you held, to please fill out the questionnaire and return it to the Museum.

When and where did you grow up? What were you like?

How and why did you get started in the fire service and CDF/CAL FIRE?

What was your first day on the job like? What do you remember about your first fire?

Describe your career (positions held, stations worked, etc.)

How did your firefighting career affect you personally?

Describe changes in firefighting that occurred during your career (equipment, responsibilities, technology, etc.)

Do you have any favorite memories or stories? Walk us through those career moments that have left a mark on you.

Most amazing/ scary incident?

Difficult day, emotionally or physically?

Never want to do that again?

Largest wild fire worked?

Do you remember the people you worked with? Tell us about them.

How did your family like your career choice?

Did you retire? When? Any reason besides age?

Any family members that followed in your footsteps?

What do you miss most after leaving?

If you could leave some advice to a new firefighter, what would you say?

Please return to:

CAL FIRE Museum

3800 Sierra Way

San Bernardino, CA 92405

Or

cdfmuseum@yahoo.com

We would like two pictures one at the beginning of your career and one at the end of your career.

(Questions adapted from CAL FIRE questionnaire provided by Janet Upton)

Amazon Smile Foundation

Do you want to help support the California Wildland Firefighter Memorial, Inc.? One way to do so is when you make a purchase with Amazon go to the Amazon Smile Foundation and select the California Wildland Firefighter Memorial, Inc. as the charity you want to support and Amazon Smile Foundation will donate 0.5% of the price of your eligible purchases to the California Wildland Firefighter Memorial, Inc.

What is Amazon Smile?

Amazon Smile is a website operated by Amazon that lets customers enjoy the same wide selection of products, low prices, and convenient shopping features as on Amazon.com. The difference is that when customers shop on Amazon Smile (smile.amazon.com), the Amazon Smile Foundation will donate 0.5% of the price of eligible purchases to the charitable organizations selected by customers.

How does Amazon Smile work?

When first visiting Amazon Smile, customers are prompted to select a charitable organization from over one million eligible organizations. In order to browse or shop at Amazon Smile, customers must first select a charitable organization. For eligible purchases at Amazon Smile, the Amazon Smile Foundation will donate 0.5% of the purchase price to the customer's selected charitable organization.

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Remember, only purchases made at smile.amazon.com, (not www.amazon.com or the mobile app,) generate AmazonSmile donations.

Is there any cost to charitable organizations or to customers?

No. There is no cost to charitable organizations or to Amazon Smile customers. The shopping experience is identical to Amazon.com with the added benefit that the Amazon Smile Foundation will donate to the charitable organizations selected by customers.

Do you charge any administrative fees or take any deduction from the donation amount?

No. Charities must register to receive donations and have a valid bank account to which we can route donations, but there is no charge to participate and we do not deduct any fees from the donation amount.

The California Wildland Firefighter Memorial, Inc. is registered with Amazon Smile

NAMED GIFTS



The Big Jimmy is supported by: Lennie Baker, John Hess, Mickey Hess, Bob Robeson Don Russell and Bill Welch



The Bud Lewis Engine is supported by: Donna Lewis, Jack Elder and Laura Lewis

To contribute to a display or another engine that is not listed here, please contact the museum.

WANTED

Are you on the hunt for something? Email us and we'll post it here for just \$5 for four issues.

8' x 22' trailer with tandem axel to haul 1929 Ford Model AA Fire Truck. Contact Museum at 909-881-6984.

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The Museum Committee appreciates those who have donated during 2016.

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Corporation

We are a Corporation in the State of California.

We have our 501C (3)

5 year letter from the Internal Revenue Service and the Franchise Tax Board NEWSLETTER PAGE 9

PAYROLL DEDUCTION

Contribute regularly! The forms for payroll deduction are on our web site. Click on "home" then "payroll deduction forms."

Retiree's who have signed up for payroll deduction

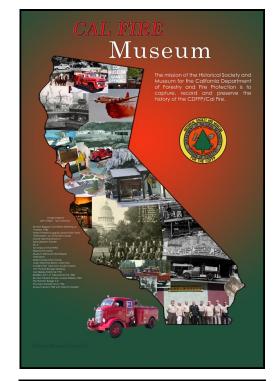
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#4

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These Foundations have contributed to the museum

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Their Capital Appreciation Fund was selected because of its investment objective of seeking long-term growth while preserving the principal.

The Museum Endowment Fund Policy is to preserve the principal and provide growth by reinvesting the capital gains. The interest earned will only be used after the fund reaches \$50,000.

Those of you who would like to contribute to our endowment fund may do so by making named contributions or you might consider making changes to your estate to provide funding to continue preserving the history of CDF

Those who have contributed to the Endowment Fund.

Jarrel B. Glover

- George Pond
- Bill Harington
- Arthur Jaseau
- Green Family Trust
- CDF Firefighters
- William Clayton
- Richard Green
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- Marian Trapp in memory of Jack Trapp

- Steve and Carol Jones in Memory of John Hastings
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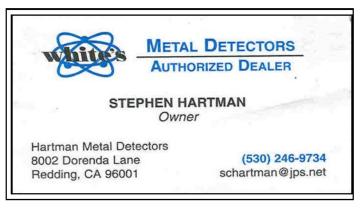


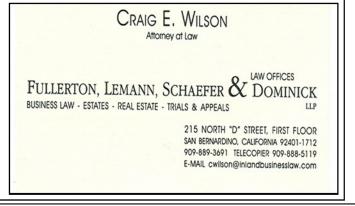


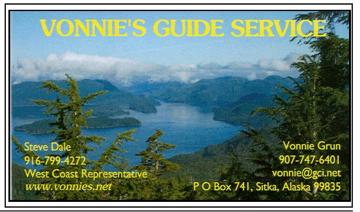












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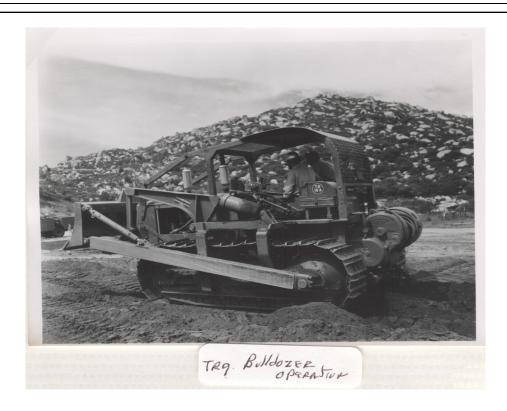
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