

# 79th Annual Conference and Educational Workshop



**Hosted By I.A.F.F. Local #2275**

June 19th, 20, 21st 2025

**Manhattan, Kansas**

Kansas State Council of  
Fire Fighters 79th  
Conference and  
Workshop  
Manhattan, KS  
IAFF Local 2275  
June 19th,20th,21st  
2025

# Kansas State Council of Fire Fighters 79th Conference

## Roll call of Officers

**President Matt Jackson**

**Secretary Matt Schulte**

**Treasurer Pat Weathers**

**East Vice President Joe Chizmar**

**East Vice President Nathan  
Coffman**

**West Vice President Chris  
Schroeder**

**West Vice President Charles Helm**

# **Kansas State Council of Fire Fighters 79th Conference**

**Trustee Josh Mecom**

**Trustee J.J. Simma**

**Trustee Brandon Woods(excused)**

**Lobbyist Dennis Phillips**

**Communications Director**

**Tim Carr**

**Pac Chair Chris Wing**

**President Emeritus Bob Wing**

**Easter V.P. Emeritus ED Lynn Jr.**

**(excused)**

# Kansas State Council of Fire Fighters 79th Conference

## Roll Call of Delegates and Alternates

### Kansas City Local 64

Cary Eldridge II

Ed Lyn III

Ryan Heim

Travis Menzies

Thad Lauritzen

Jeff Lane

Corey Dilday

Paul Gregery

Ryan Simma (A)

Cali Wing (A)

Tom Kanatzar

# Kansas State Council of Fire Fighters 79th Conference

## **Topeka Local 83**

Collyn Hoffman

Michael Fewell

## **Wichita Local 135**

Ted Bush

Dustin Winter

Paco Martinez

Kansas State Council of  
Fire Fighters 79<sup>th</sup>  
Conference

**Hutchinson Local 179**

Calen Dunn

Colin Kennedy

Dylan Lesser

Nathan Rohling(A)

# Kansas State Council of Fire Fighters 79th Conference

## **Coffeyville Local 265**

Tony Cozzo

Jimmy Bradshaw

Caleb Horn(A)

Andrew Hobbs(A)

## **Emporia Local 818**

Dan Skinner

# Kansas State Council of Fire Fighters 79th Conference

## **N.E. Johnson County Local 1371**

Taylor Kettler

Bob Shaffer

## **Lawrence Local 1596**

Seamus Albritton

Aaron Payne

Simon Stephenson

# Kansas State Council of Fire Fighters 79th Conference

## **Manhattan Local 2275**

Aaron Schwabauer  
Jacob Reifschneider  
Jacob Kirkland  
Jared Elsasser(A)  
Evan Swanson(A)

## **Olathe Local 2542**

Jake Wood  
Tyler Rawley  
Tanner Lynn  
Matt Britt  
Blake Richardson

# Kansas State Council of Fire Fighters 79th Conference

## Junction City Local 3309

Chris Booth

Patrick Melia

Logan Lehmkuhl

Mike Pender(A)

Ian Strickland(A)

Josh Allen(A)

# Kansas State Council of Fire Fighters 79<sup>th</sup> Conference

Gardner Local 3559

Kale Neis

# Kansas State Council of Fire Fighters 79th Conference

## Credentials

Matt Schulte

Cole Minton

## Constitution and By-Laws

Nathan Coffman

Tim Carr

Seamus Albritton

Aaron Schwabauer

Thad Lauritzen

# Kansas State Council of Fire Fighters 79th Conference

## Finance

Pat Weathers

Josh Mecom

JJ Simma

Calen Dunn

## Election

Chris Schroeder

Ted Bush

Tyler Rawley

ED Lynn III

Travis Menzies

Jacob Kirkland

Simon Stephenson

Logan Lehmkuhl

# Kansas State Council of Fire Fighters 79th Conference

## Legislative and Pension

Bob Wing

Dennis Phillips

## Organization

Matt Jackson

Nathan Coffman

Chris Schroeder

Matt Schulte

# Kansas State Council of Fire Fighters 79th Conference

## **PAC**

Chris Wing

Ian Strickland

Taylor Kettler

Ryan Heim

Tony Cozzo

Jared Elsasser

Nathan Rohling

Aaron Payne

Tanner Lynn

# Kansas State Council of Fire Fighters 79th Conference

## **Suggestions**

Chris Booth

Joe Chizmar

Cary Eldridge II

Kale Neis

Dustin Winter

Andrew Hobbs

Dylan Lesser

Josh Allen

Michael Fewell

Matt Britt

Tanner Lynn

# Kansas State Council of Fire Fighters 79th Conference

## Resolutions

Charles Helm

Jacob Reifschneider

Jake Wood

Ryan Simma

Bob Shaffer

Colin Kennedy

Paul Gregery

Caleb Horn

Patrick Melia

# Kansas State Council of Fire Fighters 79th Conference

## Time and Place

Mike Pender

Jeff Lane

Paco Martinez

Gage Reed

Cali Wing

Collyn Hoffman

Jimmy Bradshaw

Dan Skinner

Blake Richardson

Evan Swanson

**Matt Schulte**

I need you to stand for the posting of the Colors and the Pledge of Allegiance. I pledge allegiance to the flag of the United States of America, and to the Republic for which it stands, one nation under God, indivisible, with liberty and justice for all.

Now we're going to have the reading of the members lost since our last meeting.

**Local 2275 Honor Guard**

**Kansas City Local 64**

Captain Robert Danks

Captain John Enright

Captain Brian Hachinsky

Captain Phillip "Butch" Davis

Dispatcher Claude Warren

Dispatcher Raymond Simonich

Master Firefighter Harold Barbee

Driver Danny Watson

Driver Clay Floyd

**Topeka Local 83**

Fire Chief Richard Bradshaw

Deputy Chief Don Neill

Chief of Admin. Michael Ganson

Shift Commander John Lord

Pub Ed. Officer Richard Parton

Captain Jerry Irey

Captain Frank Workman

Captain William "Wild Bill" Miller

Captain Merrick Goodman

**Wichita Local 135**

Firefighter Ty Voth

Battalion Chief Gary Anderson

**Hutchison Local 179**

Ron Smith

**Emporia Local 818**

Greg Rausch

**Manhattan 2275**

Carl Hoefler

**Olathe Local 2542**

Dave Bailey

**Junction City Local 3309**

Captain Dial Bleakley

**Aaron Schwabauer**

Good morning, everyone. We have our mayor here to give a brief welcome. I think I mentioned yesterday we've enjoyed some unanimous support on our contract the last couple of years and Mayor McCulloh has been one of those that has voted in favor of that this contract, which we greatly appreciate. She's been a public servant for many years. She's been a County Commissioner twice and a City commissioner 3 times, OK, I was going to say that at least two. She's definitely been in in public service for a long time, so we appreciate her support and that she's supported us.

**Mayor McCulloh addressed the membership.**

**State Representative Sydney Carlin spoke to the membership.**

**Aaron Schwabauer**

Next up, we've got our Fire Chief French. He's actually the one that got me started. In the Union. I think he took me to the Kansas City, KS conference, maybe 20 some years ago, I don't know. It's a long time, he's the one that really got me started into being active in the Union. He's been good for us so. We'll give him a few minutes to speak.

**Chief French**

Appreciate it. First off, I want to welcome all of you from Manhattan Fire Department and our partnership with Local 2275 for allowing us to host this year, it's a it's a great conference. As a former member of 2275 and past chief I understand the importance of what you guys all do. I believe there's a true partnership that has to occur between the organized labor and management being on both sides now. I think we're doing a great job with it in Manhattan President Schwabauer and I have worked together endlessly, and I hope that that's what's happening in everybody else department, because truly there's a lot of things out there on the horizon. The occupational cancer, our mental health fight that we're battling daily, those are big issues that management and our organized labor have to work together on. In order to solve some of those issues again, I just want to say thank you and if anybody needs anything while you're here in town, please feel free to give me a call or any of the Manhattan firefighters would be more than happy to help you out. Enjoy your conference and hopefully everybody gets home tonight and I'm not having to go down the police station. Thanks. Appreciate it.

**Aaron Schwabauer**

Chief French also really helped us get our shuttles for tonight, so that's a really big thank you to him for that also. I want to kind of echo what he said generally we try to collaborate on issues and try to meet in the middle somewhere and get something figured out. He's always been really good about that and that and if there's something coming down that might be a problem for us or give me a heads up. Usually, we'll try to get it figured out before we have any big issue. Generally, I'd say that's the way to get it done, so thanks again Chief.

**Hunter Carson out of Senator Moran's Office and Local 64 member addressed the membership.**

It's very good to be here. Thank you all. It feels like I'm back at the Firehouse and there's, like an HR meeting or something because all of these rows are empty. I work for you now. Out of Senator Moran's office in Garden City. I will cover primarily 26 county in southwest Kansas, but my experience as a firefighter, I've kind of pushed my way into trying to find ways that we could be more helpful to our fire departments into the fire service in Kansas. Over the last couple of years, we've been engaged in a handful of different things. Right now, we're looking at the fire apparatus issue with manufacturers, the pricing, the delay times. We were very engaged in the Social Security Fairness Act, which is a big deal for Union members and government employees. We got that passed at 62 cosponsors. There was still some desire to try to kill that on the floor. Takes 60 votes in the Senate to pass most things within 62 cosponsors. It should have been a done deal, but it was a little bit more of a fight than we anticipated, but we got it passed. On mental health and Cancer Research, occupational cancer, two things that I think about constantly is how can we kind of address what those issues are? Senator Moran was a Cosponsor of the framework that established the 988 system and we're continuing to look for more specified ways within public safety and how can we bolster the mental health resources that are out there. I become familiar with several groups in Kansas that I've been told do amazing and amazing job in after action and debriefings. Occupational cancers it's this is kind of an indirect thing, but I think it's a big thing. So as we look at what goes into our bunker gear. I mean, when I was a Firefighter I was astonished to learn there's a study from Notre Dame that says that your bumper gear new out-of-the-box has carcinogens in it, and so just from the get go, you're being exposed to these things that cause awful cancers later on in your career. Don't ask me to cite the the chemical that it is because I'm going to forget it. It's very long, we all know what it is and we are working in the NDA, the National Defense Authorization Act three years ago. We got language included in the bill that would help, so they they use the chemical and fire retardants, you all know that. We got language including in the bill the Department of Defense needs to start looking at different chemicals to use for fire retardant that are not carcinogenic. It is a slow, long process. To my knowledge, there's not really a tremendous replacement for what's in the gear now, but we have started the conversation and started the science getting towards a place where hopefully someday because most things originate, the Department of Defense and come out our way. Hopefully we can get them to find something that works better for all of us. I'm very happy to be here with you. I got to connect with several of the groups and although I'm a local 64 member, I've never been very involved in this group. I'm in Garden City is part of Local 64, Kansas City. It was really important to me to be here, and to let you know that we're here for you. We appreciate this, if you come to DC every year, it's always a good time. In state, please feel free to use this as a resource, put me to work for you. we got business cards. I'll leave some in the back to you. Thanks again for letting me be here. Thanks for coming to Manhattan. Thanks for caring about the fire Service.

**Matt Jackson**

Matt Jackson, President of the State Council, I want you to take back to Senator Moran myself and several members traveled to DC every year and Senator Moran has also always been very receptive. He gets back to us with information and we appreciate that and we also, you know, certainly appreciate the work that he did the staff did on WEP.

I mean it will affect everybody and has had great impact on many retirees. There are several sitting back there. So just take back to him, we really appreciate the effort and appreciate service.

**Aaron Schwabauer**

Chief Russell from the Fire Chiefs Association will speak a little bit.

**Chief Russell**

So, listen, you're going to get value out of this. It may occur in the 1st 30 seconds in the next 45 minutes might not have any value. But I overheard a conversation last night at dinner, so for those of you who are old folks, you don't have to identify yourselves. But I heard you talking about how do you keep your readers? You young folks don't understand. How do you keep your readers, man, you go out on a call. In my case, I'm a paramedic I go to start an IV crap I'm gonna have to do this one by feel, right? So how do you keep your readers? So here's your value Thin Optics is the brand. I do not own stock in the company, but I suppose I should. If you need an emergency pair of readers, I call them my Ben Franklins. I'm definitely not going to be picking up anybody with these, but you can start an IV if you need those, so there's your value for that. On a little bit more serious note the value for those who don't need readers yet is someone who has been there. Wants to share with you spend time with your family. You only get one chance. The fire department is how you identify yourself? Certain how identified myself. But you only get one chance to be with your family. So do that. I didn't bring very many more props, but I have a couple more. I so appreciated hearing Chief French's comments about working together. That is totally the message I want to bring from the Kansas State Fire Chiefs Association. I know there are chiefs out there that are just mutts, I get it. But, I believe that the majority of them and the majority of you are not. I believe we can work together certainly any power that I have, trust me, it's not much as the the President of the State Chiefs Association, I want to use to get us closer together. If you can help me do that, I would very much appreciate it, Stephen Covey said in the speed of trust, that's a fantastic book, if you haven't read it. Trust is the most misunderstood and underappreciated high performance skill in business and in life. It's also the most powerful force in business and personal relationships. I completely believe that I was standing in our command post after our most recent tornado. Some of you communities can understand that comment as well, and there were people coming through the door that I already had relationships with. We had already built trust with and it made our community safer and provide a better service for them that night. Trust is the one thing that changes absolutely everything. It can take years to build and only moments to destroy. However, when you extend trust wisely. You create an environment where people feel empowered to perform, innovate and contribute at their best. He's right it accelerates progress, it strengthens relationships and it transforms cultures. That's what I want to bring to you today. The opportunity to extend smart trust. I want to thank you for your service, your advocacy, and your commitment to each other and to your communities. So Speaking of your commitment and stepping up, I want to thank you for raising the alarm on the fire apparatus issue the IAFF is out front. The IAFC seems to be asleep at the wheel. I'm not sure what's going on there. Your state fire chiefs are discussing the issue right now. I'm not sure whether we're

going to get in the fray, but none of that matters to you and I so respect that you stepped up as the IAFF and said enough is enough, we have to change this. I have a heck of a lot of respect for that. Those issues that are big like that, we need to be rowing together in this issue you're doing your part. I want us to do our part as well. So what are we doing at the state fire chiefs? Gosh, I feel like I'm going about a million different directions. As the President of the Chiefs, and I hope that I'm we're getting some things done. One of the other props I brought. If you don't know what this is, you need to. Ryan already knows what I'm getting out of my pocket. That little dude right there. I'll put it against my black so you can see. That's called an oxygen fire break. Don't feel like a dummy if you don't know what it is. I'm a pretty smart dude and I only learned. About. It two years ago, I happen to be invited to the Missouri Valley Division winter meeting. OK, I had no idea what it was, but when I got there, they were talking about how they had been discussing this for about a year. This little dude goes in your nasal cannula tubing at the nasal cannula before it goes into the 300 foot long extension tubing and when fire gets to this after grandma sets herself on fire smoking, this stops the flow of oxygen. This is going to save lives. This is already saving lives. So what are we doing about it? We have worked and you have worked with the state legislature. It's a longer story, but I will just tell you. Kansas Medicaid now covers this. So your Medicaid patients may start seeing you may start seeing these with your Medicaid patients. It's bi flow if you guys want to, you can pass it around, take a look at it, it's bi flow and stops the flow of oxygen. I want to see two of those in every oxygen users home, one at like a four foot nasal cannula instead of 12 foot, it will stop the fire as quickly as possible. Then one back at the concentrator, so we can stop the fire on the person and we can stop the fire on the building. So we were very involved in this. You signed on to, how do I say that our efforts. So we had the logos of the Kansas State Council, the IAFF Kansas State Fire Chiefs, Kansas State firefighters. We even had law enforcement on with us, something that hasn't happened in years. So thank you for being a part of that. We are going to save lives. We're having round tables. I don't know if you heard about this, but Chief Beer from Hutch brought us a great idea from Wisconsin. There they have about 400 fire chiefs to get together about every quarter and they call it a round table where they just talk about what's going on. Ours is more of a a come if you want to. So Chiefs, company officers if you want to come, come and join us, we have them about every quarter. We don't have an agenda set before a few weeks before. The agenda is set by the attendees. So whatever you want to talk about, we're going to talk about and it's really cool idea or it's been a really great place for us to share ideas, talk about the issues that you have and bring them up and say, hey, what are you guys doing about this?

Partnerships, I've been working really, really hard to build greater partnerships with the Firefighters Association, the Fire Marshall's office, KFRTI, even LEO. So when I thought when I came in as the President of the Fire Chiefs. I said what's KACP doing? Because listen, they're being successful. They're doing some things, right? So I I googled who's the president of the KACP and I called them and we got a meeting set and there was another old guy there who needs readers. And I said, hey, when's the last time this happened? When's the last time that the fire chiefs and the police chiefs sat down at the same table and talked? He said I've been doing this for 22 years and I don't remember. That's ridiculous. So I'm working really, really hard to make sure that those relationships continue to grow, I will just say. Conference growth, I have to say that I

don't have to say that I'm going to say that especially because I'm standing in Manhattan, Manhattan Fire Department has stepped up huge. They've done yeoman's work on making sure that our conference that we've hosted, it seems like 17 times in a row for Ryan in Manhattan every year is absolutely fabulous. It's getting better and better and better, and if you want to come to Manhattan for a state chiefs conference, you better get it done this year because. Poor, poor Ryan. It's finally his last time to do this for a minute. So thank you very much, Chief French for all of your work there.

Mavis, this one may be a little controversial. I think I'm standing in the right room to bring up something controversial. You are not, you never are afraid of controversy, and you stand up for what you believe is right. I believe our current deployment of mutual aid resources in the state of Kansas is broken. I don't know how to fix it, but I think MABUS mutual aid box alarm system may be a way to get that done. So I want to talk about it. I don't think it's going to be popular with some groups in the state, but I don't really care. Mr. Smith needs me and Miss Smith needs you to come help me as a mutual aid resource. So we need to talk about it and see if that's the way we can make a difference. I have a request, so if you haven't been listening, please listen now. There are hundreds and hundreds of great things that you and your members are doing every year, and we're not doing much to celebrate it, and I think that's really wrong. I want your help to do that. So on our web page [KSAFC.org](http://KSAFC.org) you can go on there and submit people for awards. I know you don't want awards so submit somebody else. We need to be talking about it when Senator Moran and the mayor and our state legislators look at the newspaper. They need to be seeing the bad ass stuff that you do absolutely everyday in Kansas. They need to be aware of it and we're doing a terrible job. So please help me go on there. Let's spend a little 15 minutes of cringe worthy time in Manhattan at the cool Conference giving awards out. I this is something I'm very passionate about. We need to be doing this. So before I close, I want to invite your perspective. I have a pad and I have a pen. If you are willing right now to say what's one thing you want your Fire Chief to know, wait, what's one thing you want a Fire Chief to know? I'm not going to write down any names or any departments, so I am having a meeting with our Executive Board in a few weeks. I get the opportunity to send emails and talk with fire chiefs from all across the state, probably yours, on a regular basis. If you were to anonymously have an opportunity to say, man, I wish you knew this. What would it be?

**Charles Helm**

I would like them to know that the fire department does not run without us on, the floor. I feel like they forget that the only reason we're here is for the people out on the apparatus floor.

**Chief Russell**

OK. Thank you. Anybody else? Yes, Sir.

**Ted Bush**

I'd like the fire chief to know that the operations division or boots on the streets are not a catch all for the complete disarray of any fire department, meaning everything that happens wrong in a fire department is always put on the backs of the boots on the

ground. They're the catch all for everything. It's becoming overwhelming for a lot of fire departments.

**Chief Russell**

Do you mean the catch all for hey, I just got this extra thing. Yep, I can take care of it. Let me give that to OPS. Is that the kind of catch all or? Oh, I just found out somebody screwed up. I'm going to blame OPS for this.

**Ted Bush**

I have too many inspections for my inspection department, so I want operations to complete the inspections.

I don't have enough training, I can't hire any training personnel for my training department so I'll let OPS do that also. So it's becoming overwhelming and this this mixture of division of labor is becoming unbearable.

**Chief Russell**

OK. I have the sense of that, so I will. I'll make my notes into something that makes sense.

**Bob Wing**

The Fire Chiefs need to stop telling us one thing, fire headquarters and go over to City Hall and take it up, politicians. When I was there active and I'm still active as a retiree, I was sick and tired of Fire Chiefs and hearing about Fire Chiefs pat these guys and gals on the head. You're the greatest thing since sliced bread. We need this, and we need that, but they ain't got guts enough to go over the city hall and face the mayor and the Commission and their boss, the administrator or the manager and get up there and do something about it. All these people in this room who have been in leadership positions have been before commissions, councils and fire chiefs. To fight for what we need. Arguing for what the hell we need. And it just gets a little sickening for the fire chiefs not to stand up for, for the people who take care of them and they need to hear that, and they need to hear it again and again.

**Chief Russell**

Thank you. I'll do my part. Anyone else? If you have something and you didn't want to speak up or you didn't want to talk about it right now or anything like that, please look me up. Hand me a note before I leave. Get a hold of me I'm not hard to find. If you go to [KSFC.org](http://KSFC.org) my emails right there. Shoot it to me, I will get this list to them and I will make this a topic of discussion at the round table. Another thing I will commit to you to do is I will not allow the conversation to be because I wouldn't let you get away with this. By the way, I will not allow the conversation to be well. They just don't understand. No, no, no. Let's stop right there. You have a part in this, chief. Just like you have a part in this Union brother and sister. So I'm not going to allow you to get away with that. I won't allow them to get away with that. I will try my best to have an absolute honest conversation about that, about those topics. Thank you for that. So my wish is simple. I very much appreciated what Chief French talked about working together. I very much appreciate your open openness and honesty to give me this list. Now turning that just a

little bit too often, fire chiefs and union members focus on negative. I'm not going to ask you. We're not going. To do that exercise. But I will tell you, you find what you look for. I'm not asking you to get rose colored glasses, but I am saying you find what you look for if you go and look for how many ways your fire department is screwed up. That's exactly all you're going to see. So. I am asking you and I'm asking the fire chiefs, let's look for some positives. That doesn't mean we have to agree on everything. It doesn't mean we have to blindly follow each other. But just what if we shifted our focus just a little bit and tried to find a little bit of positive. It's not about pretending everything is perfect. However small those things may seem, they're valuable and I think it's time well spent. What could we accomplish if we embrace the mentality of focusing on what's working and building on it, instead of always looking for what's not? The last this is not a prop. I don't want to minimize this. I did not plan this, but when I put this uniform on this morning, I did exactly what happens when you put your uniform on, especially your class A. I found this and this is actually what this is all about. None of this matters none of this matters at all without this. This is here because two weeks ago I was standing in a cemetery in El Dorado, KS, at a line of duty, death, funeral, and I knew that they were going to be doing the last alarm, and I can't listen to a last alarm without being a blubbering idiot. So on the way out, I grabbed A napkin to make sure I could catch the tears and snot. This is about keeping our firefighters safe so they can serve our communities, and it's about those people who, though you've done your absolute best work, you could do for them, still have to find a napkin because they're going to go to a funeral today. It's all about exactly what you said. How do we serve them? It's not about you making more money or getting more vacation time, and it's not about, I don't know where that gentleman is. It's not about the unit's idle time. It's not about either, it's about this. It's about them. It's all about Mrs. Smith. Whatever I can do to help us provide better service to Mrs. Smith. That's what I want to do. I screw up all the time. But I'm trying my best. Thank you very much for the opportunity to address you. And thank you for the invitation. And thank you for buying me a beer last night have a great conference.

#### **Charles Helm**

I just wanted. To say one thing, Chief Russell is actually in Local 135's union. He has been a big supporter of Andover. He's, you know, he kind of talks the talk. But he also walks the walk. So I just wanted to say thanks and keep doing you're doing.

#### **Chief Russell**

Thank you, Sir. Thank you. It's an honor to be able to be a part. I wish I could be more. I try to stay out of your business because I, but I. I wish I could be more involved, but thank you very. Much for allowing me to be a brother.

#### **Shane Pearson**

Good morning, guys. Shane Pearson, the president of the Kansas State Firefighters Association with Jack, Chief Russell, was talking about bringing up the thing of what happens when he puts on that Class A and when you guys put your Class A on? I thought the thing he was going to say is that he's going to blame the dry cleaner or the closet for shrinking his uniform. Then it turns out for all of us it's the refrigerator that shrinks the

uniform for me, at least for me. That's how it's been. So those of you that don't know me I have been with the Salina fire department for 25 plus years. I spent quite a few years early in my career there as the Vice President at Local 782 attended this conference a few times early in my career when I was a Union Executive Board member for for Salinas Local. Still today to this day, and still a dues paying union member, and will be until the day that I can't pay anybody anything, so that that's something that I committed to you early in my career that that this organization represents the profession, that I, that I chose to do and I will continue doing that until I can no longer do that for anybody. But some updates on the. State Firefighters Association this I just we just had our annual conference in April. I think a few of you were probably there I know. The State Council was there and provided an update to the the conference floor. Those of you guys that are unaware of what the KSFFA does and how long it's been around it was started in 1887 and the the primary objective for the KSFFA is not only training statewide but also oversight of the relief, the Relief Act itself and keeping the those those relief act funds funneling to the fire departments that haven't organized FRA. Believe it or not, there are some departments in the state that do not have an established relief association and do not get funds from the the tax that's collected by the Insurance Commissioners office. So this year or in 2024, I haven't got a report yet from the Insurance Commissioner's Office on what the 2025 distribution total dollars was. I know last year 2024 it was over \$13 million that was distributed from the Insurance Commissioners Office statewide to relief associations. I can tell you that just. Based on what the KSFFA gets from that distribution, every one of your FRA's will see an increase again this year, and that's been pretty consistent with with the Relief Act as continuing to increase the dollars that are coming into your organization. Like I said, our one of our other primary goals focuses on training, safety and education for for the state, for firefighters in the state. Granted, probably 80 plus percent of our training that we provide is focused on smaller departments. However, we do assist and and support tremendously support other training events in the state, such as SCAFFA and Wichita Hot. Wichita Hot one that the last several years we've focused quite a few dollars on to assist with keeping that training and education as low cost for either you, if you're paying for that out of your pocket or for your department if they're paying to send you to to those classes. So that's one of our focuses and our goals, the the KSFFA Executive Board are made-up of other we all have full time jobs somewhere else, so we can't focus on a lot of that high level training that that is focused on for career fire department. So that's why we do everything we can to support other organizations that are that are able to bring in those national instructors and and provide that those types of hands on trainings and and Wichita Hot is is a great opportunity if if you haven't attended. Some other things that that we collaborate on and and both. It sounds like yesterday it was discussed this morning, it's been discussed is collaboration, so collaboration with the State Firefighters Association, the State Council, the Chiefs Association, the Fire, Marshall's Office, Kansas Fire Rescue Training Institute, Kansas forestry. I think and Bob, I know you. I was surprised this morning when you got up and spoke because usually you're so quiet. You don't say a lot of words and it's but I think you could probably say that I think that the organizations today, get along better than they have in, in a lot of years and and I attribute that to the executive boards of all the organizations that are, they're involved with that, ensuring that that collaboration occurs. I've known President

Jackson for a lot of years and we've always gotten along well. We've always had a similar vision on where things need to go in the fire service and that's what we're here for, too, is to support the fire service as a whole and do what's best for the firefighters in the state, one of the legislatively, probably one of the bigger things that we're focused on this past year, there wasn't a whole lot going on in the legislature, but the KSFFA continues to support anything that benefits the firefighters, especially retirement benefits. The relief is the Relief Act itself, keeping that in established to keep those benefits and that that money coming to you guys and we completely support anything retirement wise that will benefit the retired firefighters in the state. So that is something that that we stand collectively and stand shoulder to shoulder with with the State Council, without a doubt on ensuring that that that benefits and retirement benefits can be increased doesn't mean it's going to happen. We can only do so much, but that's one thing that that I feel that it's important because it's going to impact me as well someday. A few of you may have heard that this past year, with the Relief Act distribution, that the Insurance Commissioner's Office kind of do the line in the sand, that any of you that have anything to do with your local FRA, if you're if you're on your Relief Act Executive Board, Your Relief Association Executive Board in your department. The insurance Commissioner kind of drew the the the Insurance Commissioner herself and the office drew a line in the sand, so it is legislatively driven. That April 1st is the deadline to have all of your your financial statement, your declaration, to participate, all that information submitted insurance commissioners office. They basically said told us last fall that that that if that didn't occur, that those departments would not be able to participate if it was not submitted by the deadline. Fortunately, everybody heard the message. We got the message out as much as we could statewide and everyone, with the exception, I think one or two small rural departments did not meet that deadline. The FRA funds is just something to take back to your your relief Association executive boards. If you if you hear about that something to keep in mind to to keep those funds coming to your department is make. Sure that the that the President and the Secretary treasurer of your FRA is staying on top of that. The paperwork side of things. Other than that, that's that's about all I have for you guys. Any questions for me for yes. Sir.

**Chris Booth**

Is this week the distribution week?

**Shane Pearson**

I would assume that either this week or next week, I know that we just got notified that that the distributions would be occurring. They didn't give us a dollar figure, but everything is done and paperwork is complete. They've got everything figured out to start making the distributions to FRA's so. KFRTI gets a little piece of that, believe it or not, the Board of EMS gets a piece of that as well. And then the the firefighters, the KSFFA a gets gets some of that. So we just received our distribution the day before yesterday. So typically those organizations get it first and then they then they distribute the funds to the FRA's across the state and it takes them several days to get that done. But there's there's over 500 organized relief associations in the state, so some of those only get the minimum amount, which is only a few thousand dollars, but at least they're still getting something. Anything else? Yes.

**Jake Wood**

Fire Marshall was in here yesterday. He was asked about where he's been on the reopening of the act.

He said he did not support it and then proceeded to tell us what he wanted to see changed in it. Where's the Relief Association on that?

**Shane Pearson**

For the executive order of the KSFFA, whether whatever we feel personally or not. We're driven by what the membership of the floor says the floor vote, the floor of our association votes every year just did in April to do everything we could to lobby against opening of the Relief Act. The only thing that I would like to see done in the in the Relief act, me personally that I think needs to change is the dollar amount that we're allowed to spend for the line of duty death policy right now that's capped at \$100,000. That's all the the KSFFA can spend on a line of duty death policy. Provident is who has that written currently the maximum payout right now is \$65,000 for a line of duty death of a of a member covered by the by the Relief Association. That's probably the the the biggest thing that I would like to see changed or see done differently. You know the distribution. Is that what he was referring to? Is is what he would like to see different distribution wise?

**Jake Wood**

Yeah, that's all we have.

**Shane Pearson**

Got you. Could it be better? Potentially, I don't know. Could it be more fair and equitable? I don't know. I'm not sure. I haven't actually had a discussion with with the fire marshal on the FRA itself, specifically on it, but he knows that we don't support opening the the Relief Act, at least at this point, and and that that's something that would be pretty contentious, I think. If there was a way that we could figure out a way to increase the the dollar amount that we can spend for that line of duty death policy without opening the Act would be outstanding. But because that benefits doesn't benefit anybody in this room, it benefits your family and that's what that that that money is for is to, for for your families in need. That something occurred to us. Anybody else? Thank you guys. I appreciate the opportunity to to to address the conference floor and kind of give you guys an update on where the things are with the KSFFA and enjoy the the relationship that we have with the State Council and and look forward to that continuing as we move forward with things in the in the state and lots of good things on the horizon. I believe. With your guys support, I think we can keep things moving in a positive direction. So thank you. I appreciate the time.

### **Matt Jackson**

If you know anybody that's here, that's not in the room, you might want to text them or give them a shout out that GP just called said he'd like to do 10:30. We're trying to get that lined up. We're really not going to start the official committee assignments or roll call because we just don't have time to get that in prior to him zooming in.

### **Mark Woolbright**

Just so everybody knows I have been sitting here with the Chief and we were talking a little bit. He talked about taking things back, we talked about things in general, not necessarily from this group, but our guys are looking for a voice. We are looking for some input. We're looking for labor management, whether it's the trucks we ride on, to the equipment that we wear, the uniform we wear and the fire stations that we build. Morale goes up when we have a voice, right. It's ownership, we like to think that we are part of something. We have a tremendous amount of pride in our each and every respective department. So that's what I see in general what goes on. I hear some input everywhere I go, and I've had these talks with the fire chiefs, it's like nobody's got the ball, you know? The chief mentioned Mr. Smith and Mrs Smith. That's a chief Alan Bruncini statement. I don't know if that's where he got it? Alan Bruncini was big on labor management and given what he called the inmates of the inmates of the South a voice. Hey, I run this fire department 3-4 days out of the year. Oh, you know what maybe its even less. Well, the employee groups, the members have a lot of talent for tremendous amount of talent and he says they do a damn good job. They know what they're doing. I haven't been on the fire truck in 25 to 30 years. What do I know about the trucks and the equipment and everything? They know what they need. So that's the input that I gave the chief. That's what I hear across the board is we just want a voice. What is the policy, sometimes someone screws up, what happened? Well, we'd like to see the policy, we would like to be a part of the policy. We would like to review the policy so everyone can see it. The chief makes a decision by himself. Sometimes we are a little skeptical right? But if we, as labor management, do it together, it could be the same exact decision, right? But hey, the labor labor was that they had seat at the table. They were part of that decision. When that happens morale goes up, right? We're a part of the decision making process, on things that impact us every day, health and safety. I want to speak for you. I'm glad you are receptive to that discussion and you know I have talked with Fire Chief all time. This is what we need. Why are my guys in the tank? Why is morale so low? This is what this is what they are telling me, this is what I see. Well-being part of the decision-making process, right. Anyone disagree with that? I mean it's a big deal and when that happens our members are always have pride in what they do. They feel like really a part of something, part of building the program there, part of building the department, part of running at a higher level service.

### **Chief Russell**

This is taken directly from Chief Brunacini. That has laid a foundation for the rest of my career. I would say the only other reply I have is we do a great job to take care of the citizens, but we don't do a great job taking care of each other. Sometime we need to provide the same customer service inside the fire department. So I hope then I'll take those comments. I have no idea, people are people, we will have some people in the

room that say they're the problem. Some will say, it's probably a good reminder. How are you doing that, those round tables, that's where those conversations will happen?

How are you doing something with all your people? I would say yes, I am. They're deciding on one issue right now. Shift times, we're talking about what they want, it doesn't affect me. I will do the best I can to share your message. Thank you for allowing me.

**Mark Woolbright**

Thanks for listening.

**GP Kelly**

How's everybody doing out there, I got a nice view of you guys? Good to see you, I'm in beautiful Detroit, MI trying to get back to get back home. Hopefully you guys have a great conference out there and Matt, I know you're doing a great job. I'm going to run through real quick. Some of the highlights of what we have going on at the IAFF, just to give you guys an idea. I wanna thank Mark Woolbright too. He's he's been a great asset on the Executive board and someone who helps me to steer this giant aircraft carrier. I don't know if Bob Wing is up there, but always a pleasure to see you and hear his voice.

Real quick, guys, we got a lot of great things going on at the IAFF, you know, and we have an initiative going where we're trying to organize our retirees. We have about 30,000 active retired members. The way our Constitution works, we have 3 categories of membership active, active retired and honorary. So we think that there's a an opportunity for us to significantly increase the size of the IAFF, which naturally means we're more politically strong and politics is how we how we affect change. You guys know that better than anybody, but we have a lot of good initiatives going on that being one of them. We're working we have a new initiative with the Mayo Clinic to try to address cardiovascular health in the IAFF we have our PPE next generation of bunker gear community working there, doing focus groups and soliciting input on what the next generation of bunker gear needs to look like. We've stood up our Emerging Technologies Committee to kind of look at things like drone operations and wearables to track your heart rate and tracking SCBA's and trying to educate our members on some of these new available technical advances. We also had our first ever female health and Safety Committee meeting which looks at female specific cancers, whether or not they are included in a lot of the presumptive language around the states. As well as things like, you know, PPE, fit etcetera, you know so that that committee is up and running. We also have a probably the largest analysis of this kind going on our chief science advisor, Doctor Derek Irwin, who's an LA County firefighter, is overseeing a project where we've done blood draws on 500 of the IAFF members that fought the wildfires out in the Palisades in California. We think that this will be one of the more groundbreaking data analysis that we've ever done on the exposures that we get at these wildfires. You know, once it hits the interface, you've got cars, houses, etcetera burning, we're getting exposed to all kinds of carcinogens. What this analysis will do is help us to find exactly what we're getting exposed to. The \$0.30 in our per capita tax that goes towards Cancer Research is helping to fund this project. So you know that that takes us a long way. We also have this afternoon when the frontline e-mail comes out. I'm pretty sure it will be a link to the new responding to energy emergencies course that

we've developed. We'll talk to some of the leading experts in the field on lithium ion battery responses and we have a lot of these new battery housings that would that are very dangerous for us. So this is not only a training capacity, you could also access it in real time on emergency and help make tactical decisions right on the fire ground using this IAFF class. That's a great advancement for us as well. We also have, you know we'll go wherever the fight is for us. You know, we've taken on the bunker gear industry, we've taken on the NFPA. We're now looking at this fire truck roll up issue then we're not going to let die. For those you that aren't familiar with it. A lot of the fire truck manufacturers were garbled up by a private equity firm and basically what they did was they garbled up a bunch of manufacturers closed some of them, which made the demand of fire apparatus drove up. Deliverable times, you know, 10 years ago that cost \$300,000 to \$500,000 for a for an engine company and you'd have it be delivered within about 12 months that now. Is about \$1,000,000 for an engine company and ladder trucks, the last 10 years went from about \$1,000,000 to \$2,000,000. Rather than a 12 month delivery time, the delivery time is now between 2 and 4 1/2 years. Not only that, they have what they call floating pricing. So if your department orders a truck. When you order the truck and enter into the contract to buy it, they don't even tell you what you're going to pay. You commit to paying whatever the price is going to be upon delivery on delivery, which of course is driving the backlog, which means we have apparatus on the street that's older than the firefighters driving it. In Chicago they had one they they had a birthday party for an engine company that turned 30 years old in Chicago. I mean that's a that's a public safety risk and it's certainly a firefighter risk. You know, a friend of mine was killed in 2009 when a ladder truck lost brakes in Boston. This is a very tangible safety issue for firefighters. We've worked with four members of the US Senate, Senator Warren, Banks. Paulie and Kim to try to address this. There's been the letter to the CEO of this Rev Group, one of the big manufacturing corporations that owns the industry, basically, that's driven the prices up. They've actually had shareholder meetings where they have basically bragged to their shareholders that they can guarantee the rate of return on their investment because they can manipulate the market, the market, the the delivery time so they know what the revenue is going to be in the fiscal year is coming because of the backlog that they've created by closing manufacturers and forcing it and gobbling up the market basically. So the IAFF we're going to go wherever the fight is. That's the bottom line and people taking notice. You know our in the in the last four years our membership was going up 31,000 members just under 10,000 in the last year. We're making strides towards organizing. We're building a bigger, stronger union. We're financially sound. We're in good financial condition. We've made a good recovery there. I'm proud of the work that's getting done. We've been renewed to be able to teach Hazmat. We've been renewed to be able to teach our confined space classes. To to certify we're getting work done with this administration and I have a lot of unions they've got problems. For us, we've been able to carve our members out of anything that was detrimental to them and we're moving in the right direction and certain other things. I was in the White House last Thursday for an executive order bill signing for wildfire that will, you know, it wasn't directly impacting us. It was more with all the federal firefighters. But as they invest with the ability to respond to wildfires, we have to be at the table, and that's why, you know, the politics that we played last October is paying off. Simply put so our job is to get things

done and that's what we're doing at the IAFF and I'm proud of it. It's a little quick synopsis, I don't want to speak to you on on zoom for half an hour. Does anyone have any questions for me? You don't have any questions for me? Anybody don't be shy. Let me say this you your GST, I know he's in this airport somewhere in another terminal we just drove here together. He's jumping on a plane too. But I'll tell you we have, you know, Frank Lima is one of the hardest working people I have met in my life we are lucky to have him as our GST. You know Mark, Mark Woolbright and the team we have at the IAFF Executive board have helped really position us for growth and be able to take advantage of the opportunities that we have ahead of us. So I ask you to, as local union leaders, when you go back to your local if if your constitution and bylaws doesn't allow for active retired members, change your constitution, invite your retired members to rejoin the Union.

Most of them want to be in the Union? Most of them would gladly be in the Union and quite frankly, the good work horses. A lot of our active members are chasing their kids around they've got a lot of commitments in life and we want to go hold signs for a politician on a Saturday morning. A lot of times in Boston because we have 1100 retirees in the Union. It's the retirees that show up for us and you know what we want to do while we're here is leave this Union better than we found it. And we have an opportunity for great growth if you know any other International Union that looked at what the potential membership is out there and said that we could double our numbers would be ecstatic. But it takes work for us. It takes work at the local level to bring those members to those retired members back in as active retired members. So hopefully you guys can see the merit in that and do the hard work to make that happen. We'll leave this union better than when we found it. So with that, I thank you all. Be safe, that is all I've got. Take care guys.

### **Mark Woolbright**

Yeah, one second General President, this is this is vice President Woolbright. In this in this setting if I may, President Jackson, wherever you're at. In this setting, I just wanted to acknowledge your work. You didn't mention the Social Security Fairness Act. And I'm going to talk about it here, here in a little bit. But without the general President being at the tip of the sphere on behalf of the IAFF, it would not have happened. You work your ass off hard. This is this is a really, really big deal for our affiliates here in the state of Kansas that will be active, but the retirees. So I just wanted everybody here to know your efforts on behalf of this organization on behalf of the affiliates here and the retirees and the success that you've had and thank you on behalf of everybody, but I just wanted to again everybody to know that without you being at the tip, it wouldn't have happened. And that's a true story.

### **GP Kelly**

Thank you very much Mark, I appreciate it. We have a video on the WEP.

### **Mark Woolbright**

We got it.

### **GP Kelly**

Great, that's it. It was a great victory. It's part of the part of the political cards you played in DC, get that done and it's great impact on our retired members. It's another reason our Members should be in the Union. They they benefit by the work we do and I for one. In my in my local constitution, past presidents don't have to pay dues, and I'm a past president of local. But all of our past presidents, except one, pay their union dues for one reason, one reason only the right thing to do, because membership matters, because we're stronger together and you know, and strength there's numbers, there's strength in numbers. Now I think we have enough real organized an opportunity to bring our retirees back into the fold. That web shows the importance of the Union for our retirees and hopefully you guys can join in that effort and get it done. God bless everybody. Be safe, alright? Alright, see you then. Bye.

**Matt Jackson**

We'll get started. OK. OK, we'll go ahead and open up the 79th conference. I have Secretary Schulte who roll call please.

**Matt Schulte**

All right, roll call.  
President Jackson here,  
Matt Schulte here,  
Pat Weathers,  
Eastern Vice President Joe Chismar,  
Eastern Vice President Nathan Coffman,  
Western Vice President Chris Schraeder,  
Western Vice President Charles Helm here,  
Trustee Josh Mecom, here,  
Trustee JJ Simma, here,  
Trustee Brendan Woods, excused.  
Lobbyist Dennis Phillips here,  
Communications Director Tim Carr, here.  
PAC Chair Chris Wing, here,  
President Emeritus Bob Wing, here.  
Eastern Vice President emeritus Ed Lynn Jr., Excused,  
Emeritus Treasurer, Mike Gunter here. OK.

Local 64,  
Cary Eldridge II here  
Ed Lyn III here  
Ryan Heim here  
Travis Menzies here  
Thad Lauritzen here  
Jeff Lane here  
Corey Dilday here  
Paul Gregery here

Ryan Simma (A) here  
Cali Wing (A) here  
Emeritus PAC Director Tom Kanatzar here

Local 83.  
Collin Hoffman here.  
Michael Fewell here.  
Alternate Dennis Weigel here

Local 135  
Ted Bush here  
Dustin Winter here  
Poco Martinez here

Local 179  
Calen Dunn here  
Colin Kennedy here  
Dylan Lesser here  
Nathan Rohling (A) here

Local 265  
Tony Cozzo here  
Jimmy Bradshaw here  
Caleb Horn(A) here  
Andrew Hobbs(A) here

Local 818  
Dan Skinner here  
Local 1371  
Taylor Kettler here  
Bob Shaffer here

Local 1596  
Seamus Albritton here  
Aaron Payne here  
Simon Stephenson here

Local 2275  
Aaron Schwabauer here  
Jacob Reifschneider here  
Jacob Kirkland here  
Jared Elsasser(A) here

Evan Swanson(A) here

Local 2542

Jake Wood here

Tyler Rawley here

Tanner Lynn here

Matt Britt here

BlakeRichardson here

Local 3309

Chris Booth here

Patrick Melia here

Logan Lehmkuhl here

Mike Pender(A) here

Ian Strickland(A) here

Josh Allen(A) here

Local 3559

Kale Neis here

That completes the roll call. All have been accounted for and seated.

**Matt Jackson**

Anybody missed

So now we will have committee assignments

As in the past, first person on each committee is the chair until you decide to meet and have a meeting. You can at that point leave that person as chair or go to a new person as chair.

**Matt Schulte**

Credentials

Matt Sheldon Cole Minton

Constitution and Bylaws

Nathan Coffman, Tim Carr, Seamus Albritton, Aaron Thad Lauritzen.

Finance Pat Weathers, Josh Mecom, JJ Simma, Calen Dunn.

Calen Dunn's going to sit in on behalf of Brandon Woods.

**Matt Jackson**

Just so you know, Brandon Woods had surgery this week, so he's unable to attend the conference. I spoke to him, and he's excused. So I am placing Calen Dunn on there so we have three to go over the books.

**Matt Schulte**

Elections Chris Schroeder, Ted Bush, Tyler Rawley, Ed Lynn III, Travis Menzies, Jacob Kirkland, Simon Stephenson, and Logan Lehmkuhl.

Legislative and Pension Bob Wing and Dennis Phillips

Organizing Matt Jackson, Nathan Coffman, Chris Schroeder, and Matt Schulte

PAC Chris Wing, Ian Strickland, Taylor Kettler, Ryan Heim, Tony Cozzo, Jared Elsasser, Nathan Rohling, Aaron Payne, and Tanner Lynn

Suggestions. Chris Booth, Joe Chismar, Cary Eldridge II, Kale Neis, Dustin Winter, Andrew Hobbs, Dylan Lesser, Josh Allen, Michael Fewell, Matt Britt, and Tanner Lynn

Resolutions Charles Helm, Jacob Reifschneider, Jake Wood, Ryan Simma, Bob Shaffer, Colin Kennedy, Paul Gregory, Caleb Horn, Patrick Melia

So that is all the assignments. Anybody not on a committee that I miss somebody?

**Matt Jackson**

Thank you, Matt, for doing that. Right now, I think what we'd like to do is DVP Woolbright would like to come up and speak he's got another thing he has to do this afternoon. After he speaks, we'll probably have a break and committees to meet.

**Mark Woolbright**

Hey guys. First of all, I just wanted to thank President Jackson and the KSCFF for the invite President Aaron Schwabauer, Local 2275. Thanks for the hospitality. I know how much work it takes to put an event like this on, so you guys did a great job. Hopefully, your new guys or your younger guys who haven't had this type of exposure get something out of it. In fact who's new here to a state event, a few, you are welcome.

Hopefully you're having a good time and learning something. I also want to acknowledge our emeritus officers, our retirees, that are in the room, the ones that helped us get here. Thanks for helping and I'll name who I see or who I think is here. President Emeritus Wing. Mike, Tim Carr, who else do we have here? Dennis, Dennis, Tom hopefully I didn't forget anybody. I mentioned that hopefully hopefully you can get something out of them. They're the ones that helped us get to the point where we're at now and it's up to us not to disappoint you all and to build on the foundation that you all built for us. So thank you for all your service and everything you've done over the years and I'm glad that you're all still plugged in and attending. In addition to that, thank everybody here. We know that you've got a busy schedule, you got family commitments that you know that you need to make. I know how these jobs can appear to be thankless at times. They certainly don't pay very well, do they? But hopefully we get some out of it and you're able to take things back home and share

your experience here and it helps back home. So at the IAFF we continue to service and represent as the General President mentioned and I do have some things that I'm going to try to skip over that he already mentioned. But we are financially sound. We're doing very, very well. We are adding quite a few members. Sometimes they're not exactly locals in this district. We do a lot of absorbing departments into existing local. So it's not necessarily when you see it in the IAFF paper, new locals and I've been barking at the IAFF staff and the board about making sure that that our our new Members that are going into existing locals are also recognized because the numbers are going up. But you're not seeing who they are. So we have a lot again a lot of that going on in the International, and I just wanted to mention also there's, you know we talked about it a couple times about health and safety and IAFF founded in 1918 on health and safety, you know, cancer, PTSD are huge. I really I've been to too many funerals, especially lately. In this year, in five days, I'm sorry 5 or 6 days spans twice now I've been to three member funerals, 3 funerals in five days, six days. A lot of our Members are dying, young, too young and it can be prevented. I'm going to give you some stats real quick on who's going to go on the wall here this year and and the breakdown of what they're dying from. If you're not getting annual health screenings, physicals, get them. It's that important. I'm telling you, brothers and sisters, sisters, sister, only one. It's so critically important for that early detection. Going on the wall this year out of 313. We have 6 trauma. We have 248 cancer. We're averaging about 65 to 70% that's going on that wall every year. Cancer. 32 was cardiac. 20 PTSD suicide. So that should be part of our health screening as well, behavior of mental health. If you're not getting these physicals, get them, makes sense? Negotiate them in your contract? And I'm not talking about just normal physicals, I'm talking about in depth, holistic firefighter physicals. If you don't know? You know, we dropped the lawsuit. We dropped the lawsuit against the NFPA. We got what we wanted out of the gear, the PFAS issues. The UV light testing and some other issues they they resolved. So last board meeting which was last week in Chicago the IAFF Board meeting we we dropped that lawsuit. But I can tell you again I am a poster child of these physicals. If you haven't heard this story, at 35 years old and I'm part of that class action suit, that lawsuit that we didn't drop. That cancer from PFOS that 35 years old on the normal firefighter fire department physical. I didn't, I didn't think nothing of it. Turn your head and cough. I felt a little lump, no pain, guess what? Doctor says 95% chance that's testicular cancer, and it was. I went to Lance Armstrong's doctors, and it was pretty, pretty involved for a while. That's an early detection. It was very aggressive, but they caught it early. So you may be in your 30s. Maybe even younger, but you still need the physicals. I'm only stressing that because I'm seeing it. Because I'm going to all these funerals. It is tough. So please do it. OK, mentioned the class action lawsuit. The General President mentioned the manufacturers, the monopoly that they've got going on with our equipment. What it's taking and how much is how much it's costing us right now. Then we've got the American Economic Liberty project and Department of Justice chasing this down for us. So we're talking about yesterday every at every level of government we're involved at the local state as well as the federal. Somebody mentioned the other day about the about the bill that we just got passed in Missouri and Nebraska couple years ago, so we called that the recruitment and retention bill, we are making friends and having to make friends and you guys and I know Bob and Dennis are doing their best job they can at the Capitol. We heard from a

couple of legislators wanting to support you. It's all about relationships. We are working both sides of the aisle, aisle, Republican and Democrat. These four states in the second district are Republican majority or super majority. That's what we have to work with, so that's the cards we have to play and it doesn't mean that they're opposed to us. Some of them are anti public employee unions. It doesn't matter. It doesn't necessarily mean that we can't approach them and talk about public safety and 1st responders issues. OK, it's very important. They will listen. We just have to approach it. They might not all listen, but there is an avenue that we can make friends and at at high places the fire Marshall yesterday said it's no time to approach the legislature because they don't have any money. It's always about money. When does the legislator ever come to you all and say we've got money this year? Let's do something for you. We woke up this morning and said, what can we do for our first responders today? Doesn't happen does it? You've got to work them. You've got to convince them that they have to put priority on their firefighters. EMS, first responders, public safety. It's got to be a priority. We've got to continue to work that. Don't let them tell you that they don't have any money. That's bullshit, they can put the money somewhere else, because the money's there. Federal legislation honoring our fallen firefighters, fire Hero Firefighter Heroes Act. Trying to add cancer to our our PSOB. It's a big deal as you just heard the numbers that we have course that comes of course that comes with the price tag, the Public Safety Employer, Employer Cooperation Act, that's our collective bargaining which has been a priority of ours. Matt and I talked about it yesterday. Forever. A long time. So you know, we're looking at doing things differently at the local and state level. That doesn't mean that we're stopping. We're going to stop at the federal level, but it's it's been a tough, tough road to hoe for us. We also have the, the PFAS alternative to back. We talked about PFAS and trying to get gear that somebody just said it earlier. That we haven't found what we need yet. And with that being PFAS free, the gear appears. To be too hot. When it doesn't have the PFAS in it. So we're still working on that as we're still buying very expensive turn out gear with PFAS in it. We passed the Social Security Fairness Act, the WEP. We talked about that we're going to see a video on that in a few minutes. It's about 6 or 7 minutes we have had with this administration. I'll just say our General President and this board made a decision to stay out of that race. The presidential race. Not everybody was happy about it. We're like the rest of the country. We're split, right? But in hindsight it looks like it helped us get that Social Security Act passed. They listened to us. The President listened to us. He made some phone calls. I'm just saying it in fairness, that's what happened. The General President worked his ass off on the hill. We worked our asses off on the hill. But it looks like if we would have made a decision on that, that particular piece of legislation probably would not have passed. It's just, it's just the fact of the matter. We have been to the White House. I've been there personally for meetings. There is an opening, there is an avenue, but things are being passed that apparently have unintended consequences that we have to go back and undo. You heard about the NIOSH that investigates our line of duty deaths, the cuts in that office, the National Fire Academy, the World Trade Center Health monitoring. They fired Doctor Howard, but he apparently got his job back. You know, they made some changes to NIOSH, you know, so they're giving things back, maybe not entirely. I can say who who's going to who's going to go for a federal SAFER grant this year, anybody? So that period is opening right now. I'm sorry, so that has changed. So they're back to the

vouchers. Excuse me. Let me find this. They're back to the vouchers, which means that. There's got to be skin in the game from you guys now. There's also some changes that was made that the that did away with the ability, the ability, the ability to prevent layoffs or rehired laid off workers, and they also don't allow for inflation raises. That's not something that is better for us, OK. So that's going to be a part of that safer, if in fact. You. Get it? We're going to have some percentages over three years that we have to pay into it now. Is what it is for now. And if you need help with that let me know, OK. Let me make sure I'm not missing anything and I know I'm on a timeline here. So couple upcoming events next week we've got the Iowa State events and it's been very busy. Missouri is going to be in August at the Lake of the Ozarks. The fall firefighters memorial that I mentioned earlier that's going to be on 9/20 always the third Saturday of September, the 2nd District event. We're going to have October 19th to the 21st. That's going to be in Des Moines. Des Moines has a new hall. They're very proud of it. They want to show it off. We're going going to do our event this year at Des Moines. So obviously everybody's invited. If you have some up and coming that you want to bring, it's simply we've been holding the line at \$100. We put this on ourselves. We don't use IAFF the IAFF sets it up for us, it's going to be a lot more than that. So we do our own event. We're not, you know, we don't necessarily bring in help instructors. We have help instructors that we utilized on our own. So we hold the line at 100. So coming in on Sunday, the event will be all day Monday. And then half day Tuesday. And I'm going to give you a heads up on an event. If you remember through at the last convention it was voted on by the delegates to mention action that we're going to combine the ALTS, EMS, Redmond, which is Health and Safety, and HR, human relations all in the one conference starting in 2026. Next year, 2025. We're so next spring, so next year. Just for thoughts. That's going to be like a mega conference that's called or titled Stride For Excellence, it's going to be March 29th to April 2nd. That's going to be at The MGM in Las Vegas that's going to be the first event that we have of that kind and the general session is going to be split, right. In the middle because if you want to go to part of the conference in the in the beginning, there's something on there, you see, you can come and still have to go to the general session, then go home or you can come in early for the second part that you may want to attend. Something on the second part that you still go to the general session, so they're gonna have that right in the middle of the week. It's probably gonna be an extra day and 1/2 or so longer than what we normally spend at an event like ALTS or something like that or one of the others. So with that and I heard Rep Carlin say that the Chiefs or the Royals are coming to Kansas, so there was just a special election or special session in Missouri. I believe the legislators took some action that's going to put it on taxpayers, where they're going to try and I was going to bring this up since you brought up that they're going to do everything they can to keep one of those teams are both those teams in Missouri. I don't know what's going to happen, but I think that that passed so. We'll see what happens. Regardless, still, in the second district, right?

Anybody have any questions? So I kind of ran through that. Ed mentioned a few things I. Wasn't going to try. To repeat, anybody have anything. Yes, Emeritus President Wing.

**Bob Wing**

Mark. I'm glad you identified that the General President and Secretary Treasurer for

their efforts on the WEP and it is a big deal and we've been fighting that issue for a long time.

**Mark Woolbright**

40 years since Ronald Reagan was the president in 1984.

**Bob Wing**

There's a lot of people in this state benefit from that. I called once it passed, I called the General President and General Secretary Treasurer they picked up and I thanked them personally or for the efforts on behalf of the firefighters in the state of Kansas and many people want to benefit from that. I didn't want to slight you. Thank you personally for your efforts on getting that through because that not only help out everybody in this state but help our guys out in the in the second district and it's pretty amazing to me the phone call that I've received from members, retired members specifically, in my city who didn't know, what the back paychecks were about. That's somewhat shameful thing and it speaks to what Ed was talking about. We need to get his retirees more engaged. You know, they've got that back checks they thought there might be trying to illegal activities going on there. They were trying to verify where the hell this right now. So I think it's just good evidence that we need to go back. One is educate retirees and bring back into the association. We get the benefits of what everyone in this room is doing and not even know where the words are coming from. I specifically want to thank you.

**Mark Woolbright**

Thank you, Bob. And you know we're we're still working for the retirees and I've had retirees call me and say this is the difference between me having to work in my retirement part time or not. Anywhere from \$400.00 up to \$900 a month, \$1000 a month.

Yeah. And I I can, I can tell you the force and the pressure from all of you and by the way, you're 2 US senators were on the right side on this and we only had, I think the one out of Iowa, the second district came up came through. But a lot of them didn't want to vote for it. You know, it was a lot of money. It was our money. But it was a lot of money and we forced the vote and you're going to see this piece, this this video here in a minute on, on synopsis or summary on how this went down and it's it's it's you'll see the pressure that we put on it and you all made the phone calls too and it it helped you know it it helped tremendously but so with that being said. It's an honor to represent you all. It's an honor for your friendship, and we're going to continue to work hard for you. We do this together. It's always a total team effort. So if you need something for me, always feel free to give me a call. Your state organization. Your leadership here does a great job. I've said it before, I'm here less in Kansas than I am in other three states, but we are a resource, you know, \$90 million budget with IAFF you know we, you know, some of that comes back or should come back to you when you need. It. So we're here for you. So don't be afraid to call. And like I said, between us, you're the leaders at the local level, the state level and the international, you know, we can get some things

done. But it's an absolutely honor and thanks for the invite here today, guys. I'm going to be splitting probably around lunch. I'm bouncing from event to event, so if anybody needs to get a hold of me or talk to me, I'll be here for a little bit longer. With that being said, any questions, anything. OK. Thank you all again for what you do.

**Matt Jackson**

Thank Mark Woolbright for the work he does. I don't think unless your local president, you really realize the resource that we have, I mean, I see the communications that come through, you know, any local president can reach out to mark at any point in time to get information, to get resources from the IAFF if it's a tremendous thing that we have that accessibility. I see the emails come through because I get carboned on these requests that are being made and the efforts that you put forward to help everyone just greatly appreciated. Like Mark said, he is a busy man on the road all the time, but we do appreciate it.

**Mark Woolbright**

I appreciate it right back at you, brother. I know the work you do as well, and your work the little books that came out yesterday that the that the PEP instructor had in it on PR which I'm big fan of PR customer service and we all should be. That's got a story in the back of it that that I didn't even know that we were in. I was actually my home Local. There's a story in the back of that public relations that talks about the work that can be done, and it is quite a great story actually on the work the IAFF can do along with our Affiliates and how we can get success. I didn't even know was in there. I said that. What's name, Mark pointed out yesterday. So with that being said, I'd say roll that film. Appreciate you.

IAFF Social Security Film was presented.

**Matt Jackson**

Mark is here now you can ask the questions if you don't quite understand it. You know, ask the question. Seeing none, everybody must understand. So I'm sure the committees probably need to meet. So I entertain a motion to approve the Minutes from the. 78th conference.

**Josh Mecom**

Josh make a trustee move to accept.

**Chris Schraeder Western VP**

Motion to 2nd.

**Matt Jackson**

Discussion on motion seeing none, all those in favor signify by saying aye opposed no. Motion passed

While we now of the committee chairs or temporary chairs. Once we go ahead and announce your committee. You know location or where you're going to meet, and then

we'll take a break. You guys can meet and then we'll come back in real quick so.

**Mike Pender**

Time to place. We'll be back here on adjournment.

**Nate Coffman**

Nate Coffman, Eastern VP Constitution bylaws, will meet up here in the front.

**Chris Booth**

Suggestions. We'll meet up by the podium.

**Bob Wing**

Legislative Committee will meet in the hospitality room.

**Charles Helm**

Resolutions. We'll meet right here.

**Chris Wing**

Pac meeting in the back.

**Chris Schraeder**

Elections would meet here.

**Matt Jackson**

So you guys want to? Want a meet and go for lunch. Would that work and then when we come back, we get committee reports, just something before you go, When we come back after lunch, we'll have nominations for office. Those that are up this year.

President held by myself.

Treasurer job held by Patrick Weathers

Eastern Vice president. Joe Chismar

Western Vice President Charles Helm

Trustees position Josh Mecom

So after lunch, we'll do the nominations so. Anything from floor?

**Bob Wing**

I've been asked for an update on Pat Young. You know, he's not here. He had a mini stroke a couple months ago. He expected to attend this conference, but he is not quite up to that task. I thought I talked to him weekly and the other day before we came out here and he sent his best to everybody and he looks forward to being in the next conference and thanks to everybody for inquiring about his condition and Pat is expected to make a 100%. Recovery.

I'll mention big boy. Vice President Emeritus Lynn. For those of you don't know he tried to saw his arm off the table saw. He was unsuccessful. He gave it a hell of an effort. I asked Eddy and he is recovering well.

**Ed Lynn III**

You'd think 27 years on truck he would know how to use a saw.

**Matt Jackson**

You know, you sent me a text. I first I get the picture. God. Lord. Who's this from? You know, the number didn't come up. And and then I get the the written part and he says, yeah, I can't make it to the conference. Had a misfire with the chamber with the table saw. I was like, that's a hell of a misfire. But anyway, sounds like you're doing well sounds, like he is healing.

All right. Anything else from the floor, break for lunch till 1:30.

**Matt Jackson**

Call the meeting back to order.

Do we have any committees that would like report, or partial committee reports.

**Josh Mecom**

Finance Committee did the books yesterday. Everything's in order. The committee would like to be excused.

**Matt Jackson,**

Thank you for your work and your excused, any other committees?

**Matt Schulte**

Credentials. Everybody's been enrolled, checked in, our work is done, we ask to be excused.

**Matt Jackson**

OK. You are excused.

**Nate Coffman**

Nate Coffman, Eastern vice president, Constitution and bylaws I have a partial report.

At last conference it was tasked to the Constitution, bylaws were asked to look into creating a standing rules section into the Constitution and bylaws. We went ahead and wrote a new article that would be inserted into the Constitution of Bylaws. You guys should all have like there's like 3 or 4 copies on each table. You guys want to look at it. I can read it to you and then I'll be asking for a motion to accept as read.

Standing rules, a set of standing rules for the Kansas State Council firefighters shall be established and maintained. These standing rules shall govern the operations of the Kansas State Council of firefighters, reflecting the decisions and preferences of its members regarding such operations. The standing rules will act as a stand alone, separate supplementing document to the Constitution and bylaws of the Council. Section 2. The adoption amendment, suspension or deletion of the standing rules will be conducted in accordance with Roberts rules of order except where provisions are specified otherwise in the Kansas State Council's Constitution and bylaws, or the Constitution and bylaws of the International Association of Firefighters. Rules may only be adopted, amended, suspended or deleted at official meetings of the membership

that are called by the President of the Kansas State Council Firefighters.

**Matt Jackson**

A motion will be in order.

**Seamus Albritton**

Seamus Albritton , Local 1596, I move to adopt on first reading.

**Matt Jackson**

Is there a second?

**Chris Booth**

Chris Booth Local 3309 Second

**Matt Jackson**

Any discussion on the motion? Seeing none, all those in favor say aye, opposed nay.  
The ayes have it. Thanks for you work on this.

**Nathan Coffman**

I can leave this up here if you guys want to see. What we're currently doing is going back through previous conferences where we've had resolutions that were passed, usually that regard money or the Council paying out money to prevent the loss of those resolutions through history, and to be able to reference them easier, we start creating these rules. We created one for the one that was passed in 2022 for the mental health and behavioral Wellness Assistance Fund, and then also a standing rule that was created last year for the financial disbursement related to conference resolutions. So that had to do with \$500 spending limits. You guys want to look and see the format I'm up for suggestions. These don't have to be passed since we've already passed the previous conferences. We'll work to get some of the other ones that are in paper form so we have to put them into PDF and then extract the information that we need to create these rest of these rules. So that'll be ongoing process.

**Matt Jackson**

Now in the importance of it, it happened this year is we had these rules put into the Constitution bylaws or, you know, they are not in there yet where we had an issue where a member of local going to the Center of Excellence, right. This is one of the times that we cover here how to help defer those costs well when the request was made I couldn't remember off the top of my head. We made some phone calls to remember how we had set that up. It's going to be important for us to have that record instead of trying to go back and look at a resolution or final resolution that should be in the supplement to the constitutional vitals that we have. It's quick reference. You know, for me or for anybody else having to help assist a Local or make a decision on something that really, they're spending that kind of money on.

Thank you for doing that. Any questions on that?

**Pat Weathers**

Pat Weathers treasurer. I will say one of the things that this resolves is during our audit or that we had a few years ago they wanted to have some sort of paper trail as to where we're spending money or why we're spending money. So this the standing rules provide that. We could just leave it, whereas you can go look at the minutes from 1988 and shows that we can do that, but it's easier to have them all listed out as best if someone comes asking why are you spending this money? That was one of the suggestions that came out about audit.

**Matt Jackson**

Thank you.

**Nathan Coffman**

There no further items do you want to excuse the committee.

**Matt Jackson**

I will leave you standing.

**Bob Wing**

Legislative Committee met there were no suggestions for the Legislative committee? I'd ask to be excused.

**Matt Jackson**

Is there going to be a report by the legislative of last year's legislative action is Dennis going to do that. Is there going to be a report on the legislative session last session?

Dennis could do that tomorrow? Then I'll probably leave you guys in service. In committee, until that report.

Any other committees.

No other committee reports partials.

We'll go ahead and move into nominations for office and Secretary Schulte will take over that.

**Matt Schulte**

These are the positions that are open this year, are up for re-election, the President, which is held by Matt Jackson. Treasurer held by Pat Weathers, Eastern Vice president, Chismar. Western vice President Helm and Trustee Mecom are up for reelection this year, so those are the spots that will be voting on.

We'll start with the nominations for the position of President. Do I have a nomination?

**Chris Schroeder**

Chris Schroeder West Vice President, I nominate Matt Jackson.

**Thad Lauritzen**

Thad Lauritzen Local, 64 second.

**Matt Schulte**

Thank you. All right, you have a. Motion and a second is there any other nominations?  
Going once. Going twice. Three times the nomination is closed.

For the position of Treasurer for the State Council, do I have a nomination for that  
position?

**Calen Dunn**

Calen Dunn Local 179 Pat Weathers.

**Matt Schulte**

Do I have a second?

**Chris Booth**

Chris Booth Local 3309 Second.

**Matt Schulte**

All right, we have a nomination and a second, or any other nominations for the position  
of treasurer. Going once, going twice, three times nominations for Treasurer are closed.

For the position of Eastern Vice president, do I have any nomination?

**Ed Lyn III**

Ed Lyn III Local 64 nominate JJ Simma.

**Matt Schulte**

OK. Do I have a second?

**Nate Coffman**

Nate Coffman, the Eastern Vice President. 2nd.

**Matt Schulte**

Motion and a second. Do I have any other? Names. Going once. Going twice. The  
nominations for Eastern Vice president are closed.

Do I have a nomination for Western Vice President.

**Calen Dunn**

Calen Dunn Local 179 I nominate Colin Kennedy.

**Matt Schulte**

OK. Do I have a second?

**Jeff Lane**

Jeff Lane, Local 64, second.

**Matt Schulte**

Any other names for the position of Western vice president? Going once, going twice, nominations for Western Vice president are close.

For the position of trustee. Do I have any nominations for the Trustee position?

**Tony Cozzo**

Tony Cozzo I nominate Josh Mecum

**Chris Schroeder**

Chris Schroeder Western VP I second

**Matt Schulte**

OK. Thank you. Do I have any other nominations for trustee? Going once, and twice, the nominations for trustees position is closed.

**Chris Booth**

Chris Booth Local 3309 I move we accept all these nominees by acclamation.

**Chris Schroeder**

Chris Schroeder Western VP I second

**Matt Schulte**

Motion and 2nd all in favor signify by saying aye. Aye, all opposed same sign, motion passes.

With that being said, we need to open one more.

**Matt Jackson**

We have an open Trustees position.

The position trustee position by that was held by JJ Sima is now vacant. Because he's been elected to Eastern Vice President.

**Dustin Winter**

Dustin Winter, Local 135 I nominate Jake Wood.

**Tyler Rawley**

Tyler Rawley Local 2542 second.

**Bob Wing**

Bob Wing President Emeritus I nominate Jeff Lane.

**Matt Jackson**

Is there? A second.

**Chris Wing**

Chris Wing Local 64 second

**Matt Jackson**

3rd call seeing none nomination is closed. We'll have contested race for the trustees position. The election will take place tomorrow when we come back in session at 9:00.

The election Committee I'll get with the election committee, obviously. We'll have to make a decision today. Each local will need to make a decision how they're voting. They are either going to vote by block vote, which means you know one person takes all your votes, or you could you separate out your per capita. OK, so we could probably do that. We just have to have a list here. Well, what we'll probably do is we'll come back after a break, give the Locals at the opportunity to talk with each other. You know, inside your own group to see how you want to vote. If you're going to vote as a block or you're going to separate your per capita to each of your delegates. OK, so something to think about for that. You have anything else, any other committees? The need to report.

Anything from the floor? Yes, go ahead.

**Mike Pender**

Time and place will be back here when we break.

**Chris Wing**

PAC will be back here whenever we decide to take a break.

**Charles Helm**

Resolutions, we'll meet right here.

**Chris Booth**

Suggestions will be in front by the podium.

**Matt Jackson**

Anybody else or we take 2:15 be good enough. You got that enough time. OK, break till 2:15 and come back.

Committee reports. Do you have anything?

**Mike Pender**

Time and place, we've got a couple of times we've been. Two places that showed interest and for the next conference. They met with each other. The committee agrees with what they decided that Wichita would like to host the next conference in 26.

Coffeenville would like to host the conference in 27. That's the committees recommendation.

**Matt Jackson**

Any questions of the committee? Any other committee reports?

**Chris Booth**

Chris Booth Suggestions committee, we've had no viable suggestions brought before the membership.

**Chris Wing**

I have a partial report the committee we met. We got a list of three candidates is all really local elections this year. But if anybody has any other suggestions get them in?

**Matt Jackson**

OK. Thank you. Anybody else?

So now what we want to do. So you guys understand when it comes to the contested?

We need to know from each local how you're going to cast your vote when you're a block voting or voting by per capita? When I say voting by per capita means you're splitting up your capita, whatever that number is, we have the number that's listed in the minutes. So if you have 60 Members we have 3 delegates. You split that out, 20 apiece. OK, so I'm going to go down the list. And ask, you know, the local or the city?

How they're going to vote, it's either. Going to be by block which is grouping it all together, one person casts all those votes. Or by per capita, does that make sense? Any questions on?

Coffeerville Block

Emporia Block

Hays is not here

Hutchinson Block

Johnson County, District 1. Block

Junction City Block

Kansas City Block

Lawrence Block

Manhattan Block

District 2 Block

Olathe Block

Overland Park Not here

Paramedics of Johnson County Not here

Pro Chiefs Kansas City, KS Not here

Reno County EMS Not here

Salina Not here

Topeka Block

Wichita Block

Block Voting. I'll meet with at some point this afternoon, meet with the election committee here pretty quick so we can go over the process and then the election committee can report back on time of the election tomorrow and what will take place in reference to the rules of the election?. Moving away from that, is there any, anything from the floor, any reports need to be given.

**Bob Wing**

Mr. Chair. With the Locals that are absent from here, when you meet with the committee, I would suggest you take up the possibility of proxy voting and what the process would be for any Locals not here.

**Matt Jackson**

That question was risen on break and going back to the constitutional bylaws, the proxies have to be turned in prior to the first day of business. So if you were going to have a proxy, you would have had to have turned or you were going to carry or you were having someone carry your proxy carry your vote. You would have to turn that in before the first day of business because we have a Local that cannot be present tomorrow. Wanted to proxy their votes, which makes sense, but that would have been turned in prior to the first day of business to the Secretary. OK, does that answer your question? In the future we talked about, that's something we'll make more aware of to the locals, you know you're not going to be present, that you need to. You want your vote carried. That you get with somebody and you can only you can only proxy up to 50 votes. So if you're, you know if you. Have a local that's over 50, you're not going to be able to proxy that. Anything else? Any reports on anything else? Going on in the state. Travis Minsky's Local 64 just wanted to let everybody know the Roy Reed Educational Symposium is going to be November 7<sup>th</sup> at Margaritaville and KCK brand new hotels. Got some of the speakers lined out. We got a couple more we got to fill in, but brand new hotel, it's also they told us it's the weekend of the American royal, so. If you want to make a weekend of it. Come on down so. It'll be all. Day.

**Matt Jackson**

Thank you. Anything else? Yes.

**Tony Cozzo**

Tony Cozzo Local 265 Just want to thank everybody that came down for 100 year Charter when we had our little get together so thanks to everybody that came. We appreciate you. Thank you guys for coming and celebrating with us.

**Matt Jackson**

That was a great event. We had a great time. Several of us went down and celebrated with Coffeerville, that that was a, that was a good time. Also, you know along the same line, I want to thank Lawrence, Local 1596 we had the 80th last year and those members did a fine job of putting something together kind of at the last minute for us, and I think this is a very successful event. We had a good time, Lawrence, always. As a good job of hosting and hospitality. I thank you guys for that work. Greatly appreciate it. Anything else?

**Matt Schulte**

Matt Schulte just want to speak about the say thanks to everybody that helped with the memorial is now officially in Wichita. If you didn't hear for those, it was passed with the fireworks bill. It got passed, so there's supposed to be a ceremonial signing. We've already had damage to the State Park. Guy had a medical condition and wiped out the

big fire statue up front, so we're we wouldn't have to turn in the repair bill to the. State for this, but we want to invite everybody to come to it. We really like you guys to come to this. This is our for the state of Kansas where we put all the line duty deaths. We're going to have to redo the wall only because of we're running out of spots, just like we're just talking about with us. I mean, we're putting all cancer guys on there. They do sell bricks at the Memorial Plaza. They're 50 bucks. They can engrave whatever you want on it. So that that's another fundraiser they do to help for the memorial. We're not sure yet what the funding mechanism is going to be for that. But for those that have been you to have all your honor guard come. October 5<sup>th</sup> at 1:00 is when it'll be there in Wichita supposed to have US ceremonial signing with the governor. I haven't got the date on when that's going to be or whatever work we told we didn't want it during our memorial. We don't want to you know have that happen to have all the media for that but. We want to do. It before, but there again just wanted to get that out there. For everybody for that so you can get your Honor guard guys that can come down and we read all the names. I think there's seven names going on this year that are left, but any questions about that?

**Matt Jackson**

Has any or does anybody know? Or do you know or Bob if you heard, is there any discussion on funding how they're going to fund? The park, the memorial.

**Bob Wing**

You have the funding mechanism was the original question. Mr. Chairman, the funding mechanism was the original question in the legislation as it came out and then through that I think in that final draft of the legislation, the funding mechanism is again in the statute. To say exactly where the money is going to come from I don't know that that would identify but the state is going to be, as I understand, the states going. To be on the hook. You know where this thing is? May yet to be known, and they may have work that out. It will not be Matt Schulte , you got stand corrected. It's not going to be on. The city of Wichita anymore. This reasoning to get to get it there because. There was a funding issue with the city it became too much so the state is going to inherit the funding on that whole ideal of it, and it was going to be state funded.

**Matt Schulte**

When they did the legislation, they had set one up for Topeka many moons ago and has \$19,000 in that fund. They pretty much just wiped out the Topeka and put Wichita in it and redid it. But yeah, they state fire Marshall is in charge of it. So it's now going to be on him to get a committee together and talk about all that we like I said, we had to turn in a bill because the car hit that statue right there on that corner where it's there and broke all that marble out. We've got to kind of piece together till we get it repaired. But yeah, I don't know where the funding source is coming yet.

**Matt Jackson**

Julie Albert. You know the MDA coordinator for our area sent me an e-mail in reference to State organizations like ours donating to the fill the boot or doing some type of program and it appears that at least two of the others states in our district are doing

that. So, and I think from their point is perspective, I suppose, is that you know that the state organization is doing it, that that will entice the locals down, you know, lower down or throughout to participate. So I'm kind of bringing that to you guys to see what your thoughts on this. My personal thing we probably ought to do something. I asked her about amounts, she said the amounts vary all over across the United States of what state organizations are doing so, I thought I'd, you know, bring it to the floor, get your opinion and see how you'd like to proceed.

**Tyler Rawley**

Tyler Rawley Local 2542. Did she give any, like dollar amounts from the other states? That they're giving?

**Matt Jackson**

No, I she didn't give me any. She didn't say anything. This is varies from state to state. You know it's your money or our money. I mean I don't think we have to get crazy with it, you know? I mean, I think it's just showing that we're in the game, you know what I mean. I'm comfortable with whatever. Treasurer Weathers is comfortable with it. Do you have any opinion on it?

**Pat Weathers**

\$2500 be good. I think we talked about that earlier.

**Jeff Lane Local 64**

Motion we donate 2500.

**Tyler Rawley**

Motion to 2nd.

**Matt Jackson**

Any discussion? Seeing none, all those in favor signify by. Saying aye, aye opposed , the ayes have it.

Nothing from the floor.

I wanted to comment on. Brandon Woods is not here, and he's not here on the job injury. OK, any he had to have surgery? But I think part, another part of the reason he's not here is because he's in fear from his employer. If he was to after surgery on this work comp issue to come to this event. The reason I'm bringing this up probably should have brought up when the chief was in. You're asking what we should tell Chiefs. But I've really never heard of a more fucked up situation when it comes to workers comp and what the city of Hays is doing right now it's ridiculous and I'm trying to get the information to see if he's with an attorney. So that's moving, probably the right direction for him, but just according to him, the city of Hays puts the employees on a pause of employment while you're on a work comp. I know I said I've never heard of pause of employment when you are injured. They're pausing, his KP&F benefit, pausing it, they suspend essentially doesn't earn any sick leave or he's out there on PTO out there. Which is another nightmare, but, so that's suspended. He's not able to use I don't

know how you know most everybody here, but Kansas City is on comp in Junction City. If you know you go out on comp and. You know it's you get X amount of dollars, you know, say comp pays. Say, 12 hours of your shift, right, and then the other 12 hours you pick up using whatever leave time you want to use sick leave, make it whatever the you know. So you get 100% of your check. Hays doesn't do that, so he lives off that 66.6 whatever percent it is and then they asked for him to use a disability policy or they say you have your relief policy, that the Relief Association has on you to fulfill your check. Well, it gets worse. Then you come back to work, right? You get relieved, you come back to work. Now they catch you up on your benefits, so they take out your check. They double up your KP&F and out. They double up whatever they're taking out so if you're supposed to get \$1000 when you came back to work a week, you're getting \$500, after already being short so you know he's not here to tell you about the story. But that's why I wanted to let you guys know how ridiculous some of these fire chiefs could be, and this is coming really from the Fire Chief and HR. But I know Wichita helped him out. I got him with Joni trying to get with her, get with him. You know, I mean, cause it really seems like there's some wage and hour problems. You know that need to be addressed and it's just, I don't know where people and maybe Bob knows, been around where do they think this shit up? I mean, how do you fuck over the employee that much?

You know, I guess, you know, he's already hurt. Got hurt on the job, which it took him two months for work comp to finally agreed to in the city of Hays. Hays wouldn't allow him to go work comp. You know, that's just ridiculous, but and part of more of this story, too, is Brandon waited to I think too long to call, right? You reached out to me finally, but in most of the locals that are well established, you need to make those phone calls quick on these comp injuries, you know, and get with somebody soon because the cities, from what I've seen aren't willing to help you at all. You know, I know in Junction City, you know it's been back and we go through HR directors like crazy, but maybe not so much now since Chris Booth, is the president. Maybe things would be.  
Nicer.

### **Ed Lynn**

Fire Chief did that Fire Chief come out Chicago, by any chance? Just curious. I think he went. To the same school. Sounds familiar? Not work comp, but the thought process.

### **Matt Jackson**

It is baffling and they have another issue that was really separate from that and it was, I mean, I'm sure somewhere you guys are in here that. You know, get deployed like on a task force or you know do something like that. Or here's the example in Hays they use the Hutch fire school. Program, right? So they hire new hire. He's on the job, he goes down and gets his firefighter 1 and 2. and his pay is not adjusted, right? When he's down there, they only pay him 8 hours a day. They hired him for 24 hour employee, right? They don't adjust that 8 hours. I mean what he's making an hour either. So he's making I know. So when they come back to work. OK, so we have the Hutch Fire school where you're going somewhere. You know, if in your employment you only get 12 hours, pay, right, whatever. But they don't. Your shift day, they don't pay you 24. They only pay you at 12. So when you get back to work, you have to make up all those lost

hours because they say it's illegal for you to have not come under you to say you're supposed to make 120 hours in a pay period. But you've only worked 80, so that you have to come in and work straight time 8 to 5 flowing hydrants doing inspections, painting hydrants to get your full pay check. So these guys can't most of them have day off jobs. So they can't go do. Their day off work you. Know I mean because they have to go to the fire station. You know moral to the story is they lost their freaking contract. How many years ago? Right. Which the contract had all that stuff in there where they wouldn't have this would not be happening, but now. The city is doing that so. I just kind of wanted to inform you on that because Brandon was going to do it. He was afraid to come here just because of the reason of being on comp and the employer thinking he could not be here.

**Tim Carr**

Tim Carr communications director quick question for you. If they're sending people to work a 40 hour work week, they come back and they expect them to make up the rest of the hours and treat them as a 56 hour employee. Are they not violating the fair Labor Standards Act because they're not on a tour of duty? They're working as a 40 hour employee. I mean, I would think that's an FLSA claim through the IAFF. A young guy just started that last week, probably couldn't do it and I'm not sure how you could bring it in if you could do it on behalf of all the firefighters of Hays that you're doing this.

**Matt Jackson**

Those are all the individual. Since they're not recognized.

**Tim Carr**

But Emporia, Emporia did that, and I don't know that they had a contract. Back when they. They did it so they were able to do an FSA claim and it's been a few years ago. A lot of folks. In the room probably weren't around then, but Bob was.

**Matt Jackson**

Brandon has and I don't know where it's at with the IAFF right now. Has put together all the information in reference to the being deployed on task force and going to school and all that stuff, and the IAFF giving them an opinion on that to look at the other on the personal issue with him. He's with an attorney. To handle his comp stuff, but I agree with you. I thought that all was a wage and hour problem and they just make it up. I don't think they do it consistently for each employee. You know, it's just whoever, however they feel that day, that's how they're going. To do whatever they want to do but that Fire Chief should be standing up and protecting his employees. But the fire chiefs actually making those guys go do that work. Have them come in. You know, working to fight just ridiculous.

**Tim Carr**

Well, Wichita did that with their recruit class. They had people that couldn't teach in 40 hours a week. So they said we'll just leave you on a 56 hour a week. You teach recruit. Class and you want to worry about overtime. But then right before they taught, they said, oh, yeah, by the way, one day of this pay period, you got to be a 24 hour

employee. So we ended up grieving that and they ended up having to go back and make them 40 hour employees for the duration of the recruit class pay them overtime after 40. So it cost the city a lot of money.

**Matt Jackson**

Well, if this is the problem, you know we were in Olathe just recently talking, you know talking about contracts or being recognized and this is all part of the problem. When you're not recognized, how things can escalate and get away from you. I was going to ask Bob, I don't know if you know. You know, the teachers, essential educators, teachers, school district employees. Under the statute, they're the only ones that are guaranteed recognition. Correct. How did that come to be? Or do you know? Why are they the? Only other than the legislators voted that way when they created that to recognize them.

**Bob Wing**

Obviously, that's stature was born right when I was coming into my fire service. So. To speak factually true what the thinking was to give the teachers automatic coverage of the statute to make everybody else come under the statute as it is still awarded today, which is in its original form that it has to be a agreement between the parties to go there. What the thinking was, back then, we don't know but, but it also kind of coincides with the how? How the thing came about that most people don't know is that that the collective bargaining statute in state of Kansas actually was initiated by management. It was actually brought about by the league. It wasn't brought about by the unions, so to say how we would know, even though we went around but we were around what their thinking was to give to teachers and not give it to everybody else. So we have automatic rights. I have no idea what they were thinking about, but it is interesting. It's always interesting that. The organization that represents the employers or one of the organizations that industry employers in the state of Kansas, the League of Municipalities was actually the instigator of that statute being enacted.

**Matt Jackson**

Has it? You know, I don't remember, but it's has anybody or have we tried or has it ever been discussed to make like a public safety? You know, to read, just like the teachers, you know, a public safety aspect of it where teachers, public safety, you know.

**Bob Wing**

You know that might be the public safety aspect that you don't want firefighters or police officers and whoever out all off the streets stiking if you gave them, you know, the mechanism to take care of their grievances internally. But you gave more to the teachers. You did want Sally to teach your kids, but for whatever reason. They gave teachers automatic collective bargaining rights in the state of Kansas, but they didn't give them the firefighters. They didn't give the police officers they didn't give it to municipal workers, they're not given the members of Fire district and if you could find some logic in that, I'd certainly like to be educated on it.

**Matt Jackson**

Do you think it could be attempted to try and do that? I mean I know we've looked at national collective bargaining. Where we've looked at, you know, not Kansas not being a right to work, but take the avenue that we're what we're trying to do is include public safety or however we want to word it into that. Take away the option.

**Bob Wing**

You know anything is possible in the discussion. You know all that possible? Yeah. Anything's possible. But they factually that you know, this was the reason what they did and how they divided the teachers they carved the teachers out from every other public employee who should have collective bargaining rights in the state but doesn't. Automatically, the way the teachers do. I think probably that's buried in history and probably no one will ever as a matter of fact know that, but if that's where we're at today. Quite frankly, it's probably never going to change. What do you think about it? Then there are states that don't have a Kansas, believe it or not, is ahead of a lot of states. I wish Mark was still working for a lot of years. We were ahead of Missouri. Missouri did not have a collective bargaining law believe it or not. Although there were public sector unions. IE firefighters for one in Kansas City, MO, that collectively bargained for themselves with no collective bargaining laws. So you know and just take one further Matt, you can speak to it, but our discussions at the state level. My discussion with Matt, my discussions with my local union in Kansas City, other ones that we've been talking about, is if you don't have it, I think you ought to really believe in the idea of approaching your local governments to create your own law. There are several reasons to do that. You know, especially if they're not inclined to come under PEERA and PEERA is not what people think it. Is it has a whole lot of fallacies to it. Right Carrie is collecting begging, it's not collective bargaining. It's meet and confer and that's the definition. But if you want to approach and, it's being right now by 64, if you want to approach an employer and sell it. Collective bargaining, the idea of collective bargaining and you want to sell on the on the premise of you answered their question well why do we need this? Well, because we get together, we collaborate we come to some collective decisions. It takes away your argument that the management groups will use against you as in that they will say, oh Jesus Christ, your turning over control of the state. The states going to control your findings, they will think of everything in the world to bury that issue. if you do it on a local basis and approach your mayors, your commissioners, your fire boards and say, hey, look, let's sit down and collectively come up with a law that you guys could live with and you could create and we input. With the clear idea that you have final say. Which is what PEERA says, that makes more sense. I think that's more so in today's world and there you also then sell yourself by the example of what you're talking about, you're not. It's not hot air you're talking about hey I want to work with you on this. So that's the thought and I think that's probably more realistic with were we are today.

**Matt Jackson**

Anything from the floor?

**Ryan Heim**

Ryan Heim, Kansas City Local 64 does the injured brother, does he need anything from us? Does he need any from this membership financially? Anything like that?

**Matt Jackson**

He has not requested that yet. No, I mean, I think you know that small Local was trying to take care of him. I'm going to getting back in contact with him when we get done with the conference and see how he's doing?

**Ryan Heim**

Second question for you, are they looking to get rid of that Fire Chief and if so, do they need any? Help.

**Matt Jackson**

They need the sad part is that guy come up through the ranks too. But really, I think the biggest it's that manager and the HR that are probably just as big a pain in the ass as anybody. Somebody I can't believe somebody hasn't call bullshit on HR yet. I mean, that's ridiculous but maybe, you know, Joni with them working with them because she's really good at that and we'll get some headway on. You know what I mean? But I think they're also scared out there. They don't know what to. Do you know and we'll see.

**Charles Helm**

Strike and quit.

**Matt Jackson**

Yeah, there's that, but I will pass that on though the members are concerned and if there is something that they need. We're here to help them.

**Ryan Heim**

There's a smaller shop that probably doesn't, he doesn't want to come here. He's scared of probably retaliation or being fired or something of that nature. Maybe some of these bigger guys in the room, along with the state can rattle some cages. Very good. Thank you.

**Matt Jackson**

Anything else on the floor?

**Matt Schulte**

Yeah, it was really funny because the state association meeting was in Hays and he calls me. He's calling me wanting our honor guard to go out and post colors from Wichita well, you'll need to call President Bush, got nothing to do with that. Seemed like a decent guy to talk to out there when you talk to him, but I think part of the deal is it sounds like HR and the manager tightening the screws on from where I am getting it.

But like I said we got with Joni and kind of get that stuff squared away. I think the Chiefs got backbone.

**Matt Jackson**

Anything else?

We've got a video from the GST Lima.

**GST Lima**

Kansas State Council of firefighters. Congratulations on your convention. President Jackson, Secretary Treasurer Schulte. Your entire board, your Bob Wing. You're the best. You fight hard, you represent the members and do such a great job to positively impact and change the lives of many of their members. I know you're in Manhattan Local 2275. Aaron and Jared, thanks for all you do. Thanks for hosting. Just so you know, Manhattan has a special place in my heart because I was recruited to play football there for Coach Snyder his first time being there and I was this close to being a Wildcat, but got offered a job right out of high school with the LA Fire Department and I went the fire department route or I would still be a member of the 2275 right, as a possibility. Your state association, there's lanes, you got your local lane, your state association lane and your federal lane at the IAFF. What we do out in DC, but that middle lane, that State association is so important you. Whether it's your pension, you're bargain rights, things like that. You know, we're big supporters of the State Association, and we're proud that all of you do. I know you got DVP Woolbright out of the second district of the IAFF representing you. Mark does a great job. You guys are lucky. You guys are lucky to have Mark. Thanks, Mark for all do. Tony Mejia is your trustee out of the Western side and General President Kelly were a good 1-2 punch representing the East and West across the country. Now to all of you affiliate leaders out there. You know, thanks for all you do. You know you're sitting there leaving your family to better the lives of your members that you work for, doing a thankless job. I always say Union leadership is a full contacts sport, and it's thankless to a lot of times and a lot of times you're doing stuff in the best interest of your members and their families. They are thankless and often time and vote against their own best interest in regards to wages, hours of working conditions. Now let's get back to the uniting let's get back to the fighting and let's get back to the organizing. You know what's the fight out there? The fight sometimes for dignity, for respect, for healthcare, for our actives, for our retirees who retire, but they're not yet 65 and getting into Medicare for our, for properly paying us for what we do and what we're willing to risk to do for our safety, for our staffing and for our working conditions, for our workers compensation methods for our pension and dignifies our retirees, for all the sacrifices we made on the job, must you know, just breaks our bodies down or we're exposed to. I mean, what else is the fight with the right side of history in Utah, where they've made collective bargaining against the law. I mean, we're living in crazy times right now. Politics is always a virtue. I've always said not every Democrat is our friend. Not every Republican is our enemy. But you know what? We got to speak up. We got to speak up to change things in the Democratic Party. That disenfranchises our members of the party that's supposed to traditionally be for labor and. Vice versa, you know, Republicans shut down and close the defined benefit pension system in San Diego didn't surprise anybody because they executed

their playbook. But there are some that come across the aisle and we got to welcome them when they do and far as the organizing goes, since we've taken office a couple of years ago, we've grown this. They have over 31,000 members and I always say you organize how you organize each and every day, one member at a time. And if you're a Local say with 100% participation your of your membership or that Firehouse. Then you need to keep organizing and organizing means tell the value of what your IAFF and your State Council of Kansas firefighters does for your Members and your local. What do they do for your members? Because that way the 100% stays 100% and those that don't have 100%. You got to organize to try to get there. The value of your Union. Thank your Union for everything you have in regards to at IAFF. I'm going to quickly touch on the couple of things I know all these things go, but we've fixed a lot of things that needed to be fixed for decades. In Washington, DC on 1750 New York Ave now, more importantly, we've prevented bad things from happening and like pensions aren't going to be commenced improperly, you know, 20 years prior to it should have been, you know what we're doing there is I am your watchdog. I enforce financial policies. We help write the financial policies. We govern spending, we check and balance across the association and as a fiduciary, which you are, which you all are, and you have a responsibility to the members money. Look at their best interest as a fiduciary. You know what? You got to be able to have hard conversations, get comfortable having a hard conversation with people, that that are your friends too. So what we've done since we've cleaned up and the finances are very strong at the IAFF right now, we've really turned to turning up our ratcheting up our assistance to locals. More than ever, whether it's your 990's, your taxes, your EIN numbers, if you need help with bonding, embezzlements happen just prevent those before they happen, you know, and putting things in place like you've probably known that the IAFF has a sample library like. If you go ahead, I want to change our Constitution and bylaws, and I want some sample language to get me going. I want to change my collective bargaining agreement. We got sample language, sample libraries. We've never had a sample Financial Policy. We have that and it's coming. It's gonna be coming out soon and they're going to be financial policies on credit cards, on travel, on reimbursement, on best practices and how do you, you know, write a check two signatures all that stuff. So look for that coming shortly. Local financial auditing boards. When we took office, we had 3% compliance from where it says all locals shall turn into the IAFF within 180 days have closed their fiscal year. So we have 60% compliance with on it. If you're sitting there going man, did we turn one in turn one in, get on the program. Bonding. I'm gonna ask you how much bonding do you have? Because if you don't know and you haven't done anything, you have \$5000 worth of bonding, but the recommendations would be bonded for 10%. Total assets. OK. For example, all these things that I've talked about, we recently had a local in New Jersey. That heard about this, only had 5000 in bonding, increasing on pennies on the dollar in the three-year. Term. \$200,000, we pushed them to get the local financial audit and they did it. We uncovered some embezzlement of about \$100,000 and because these members like you sat there, listened, made some adjustments. They're getting reimbursed the \$100,000 that was stolen, you know, so our finances, we have 8 years in a row of. Negative rated audits for the IAFF and I can tell you this, you know, not looking in the windshield, you know, looking not looking in the rearview mirror backwards, but going forwards. We're on our third year in a row on an A rated audit, which is, you

know, we have no significant deficiencies, no material weaknesses. Every recommendation our auditors. Have put out every year we go through them line by line and get them done. That's the way it's all about. We're currently into our fiscal year and we still have a balanced budget and we watch it every we watch it all the time. We monitor it. We're building the baseline budget for fiscal year 2026, which starts at in October. Our reserves continue to grow. We had roughly \$4 million when we started office. We've increased it about 5 fold. We're over \$20 million. You know, we created a separate Canadian reserve account and a pension account for our defined benefit pension, which I'm the plan administrator for. We put things in place as I wrap up. I really want you to hear me out. You have an obligation to teach new members to teach them two things to be safe on the job, like fire ground survival mode. We had this fire yesterday or there was a line of duty death and you know New York or California and study that and bring that to them because that's the ultimate job, that's the cornerstone of what Unions are there for safety and health. Teach them that, especially the new firefighter. And then also take that opportunity to teach them. The Union history. To teach them you know how we've gotten to where we're at, the benefits that we have, you know, and that old saying thank the Union. I got to work Father's Day last Sunday couple weeks ago and with my kid on engine 64 down in Watts and we had a busy shift and you know, reminding me of how physically demanding this job is and relentless it is on our bodies. But I heard young firefighters say wow, thank the city for this, thank the city for that and it burns me up because they got to thank the Union for their right to have collective bargaining. They have to thank their union for the safety equipment that we have and we have got to thank the Union for that Safer grant that we got you know. So as I as I you know, closeout, just be kind to one another. We're in a weird time that we're living in in this time in history. You know, it's doesn't hurt to be kind is not a sign of weakness. Always unite. Because then you get better fight. And if you can't have your fiscal house in order, then you're not going to be able to fight. So have your fiscal house in order and always organize and like that sticker on my paid off 2001 Ford truck, it says live better work union to live better work union and unite, fight and organize and thanks for all you do. Go Wildcats K state.

**Matt Jackson**

We're going to probably take 10 minutes. You know I need to meet with the Election Committee, committee once we meet them, they can report when we come back into session to give the rules for tomorrow's election, OK. So is there any other committee

**Charles Helm**

Charles Helm, Western vice president. Resolutions. If you guys have any resolutions, please bring to me.

**Matt Jackson**

Any other committee other than elections? Elections. We'll meet up here. So, OK, let's try. You know, 3:20 and then unless we have something else. We'll be done for the day

We're back in session. Are there any committee reports?

**Ted Bush**

Alright, real quick, let's go through this real quick 9:30, we'll begin the election process.

We'll have a 5 minute speech for each candidate prior to the vote and after the speeches we'll have a 10 minute break to clear the room and set up. The room for the election. Candidates are allowed one representative to observe the vote and the count representatives will be declared prior to their speech. One delegate per local to cast the ballot, and just we just want to make sure that all the locals have each of their voters ready to go, right? After the speeches. Try not to wander off where we're looking for you. Just to be ready. 10 AM start time for the voting and the voting will end at 1030. No campaign material will be allowed after voting closes ballots will be tallied by the Election Committee, winner of the election would be declared by the Election committee right after the ballots have been tallied and verified, and then again, make sure each local have their voting representatives present right after the break.

**Matt Jackson**

Any questions or reference to the rules on the election? Any questions for the committee?

Committee reports?

**Mike Pender**

Mike Pender, Local 3309 we're done with the time and place committee. I ask to be excused.

**Matt Jackson**

You're welcome. Your excused. Thank you. Thank you. Thank you for all your hard work.

Anything else? Anything else from the floor?

**Aaron Schwabauer**

This evening we're going to RC McGraws. We'll have vans starting over there somewhere around 5:30 or so. The plan is meal there, we got that and there's another \$1000 tab, when that is gone you're on your own and then we're going to have vans that will take us to points. There's a couple bars on points MHK brewery really have supported us and giving us alcohol over some functions and and supporting us last year.

So we invite you to swing through there and then after that we'll have some vans running to Aggieville and you are on your own in Aggieville.

**Matt Jackson**

I do not have any other committee reports we will adjourn till tomorrow at 9:00.

**Matt Jackson**

Kind of a recap of yesterday. At 9:30 we will have elections committee come forward or actually we have the two locals running for office. 5 minute speeches is that what we agreed to yesterday? Right after that, probably take a break. I was going to ask the floor, you know, if for some whatever reason we're done with speeches that 940 or whatever. Can we is it a good, with the floor if we move the election time instead of 10:00? Can we move it a little bit earlier. The two candidates are here. Does that make just for time constraints, you know? No problem. Another issue we take care of is time and place. The recommendation for committee yesterday was to go to Wichita in 2026 and Coffeyville in 2027. Is that correct? OK, so I would entertain a motion.

**Pat Weathers**

So moved

**Chris Schroeder**

Second,

**Matt Jackson**

OK motion. Second, any discussion on that motion? Seeing none, all those in favor signify by saying aye. Opposed. Ayes have it thank you.

**Pat Weathers**

Yesterday, Woolbright kind of asked us to talk about the Guardian policy and our we had problems with our Fire Chief last year and how that whole process played out? We went through all the dirty details last year, but kind of the short and long of it was that we used to have our meetings in the fire stations and our bylaws that's in our contract and all that. We end up getting one of our meetings, got a little out of hand, cussing involved that was really, the extent of it. There wasn't any personal attacks. There wasn't any violence, or anything like that, but it got back to the Fire Chief. The time we had it on Webex as well, which is not a great idea, but we did he threw out all sorts of worries about a bunch of Girl Scouts going through the fire station at 8:30 at night hearing some cussing. Anyway, I ended up with our President and our Vice President both stepping down and me being stuck in the position. Colin was one of the guys who was kind of, he was the first one to stand up and he told the Fire Chief that he was breaking PEERA law and the Fire Chief didn't know what PEERA was and then we end up going through the whole process of grievances and all that through the fire, through the city manager and then we went to arbitration. We notified Woolbright and we were extending the Guardian protection from the international normally reserved for like union leaders and all that, but Colin had been on our executive board for about 10 years before he stepped down with no history of getting written up, or anything like that. No problems before that, and then, five months after he steps down he's getting basically a last chance agreement. So we started that whole process. The arbitration award came out in February and it was pretty successful. If you want to speak to some of the award or not or it was. It found that our favor and we only have advisory arbitration, so I ended up going back to the city manager who reassessed his punishment.

**Colin Kennedy**

So I guess I don't have too much more to say we're just trying to keep it simple, I could probably talk all day because it to the process took about a year to get through it all but arbitration was in our favor. I was made whole again and I feel like I guess what DVP Woolbright probably want me to let everybody know it's like this is kind of Hutch's story, but it can be everybody's story like this is what the Union is all about. You know, keep it, you know, stand together and then the resources that they can provide the Guardian program. I didn't even know it was a thing. I had been a Union officer for 10 plus years. Thankfully, Pat jumped in and was able to get that figured out at the state and international level. If the President, that was current when all this went down was still that President. I probably would not be here today and I probably would not be a Hutch fireman. I guarantee you he would have sided with the Fire Chief and I would have lost my job, so the guardian program is pretty awesome, remember that as a tool in the toolbox for union officers. Maybe something for Brother Woods and Hays. Because, I mean, they sent an attorney from Washington, DC, and that dude just absolutely destroyed it right, like he destroyed it. The arbitrator destroyed the Fire Chief and the whole process and the arbitration it was probably one of the best pieces of literature I've read in a really long time. That's really all I kind of have.

**Pat Weathers**

Ultimately it has, it has as much juice as it had. It couldn't get the Fire Chief fired and it ended up leaving in less than a year anyway. So the City Council wasn't really going to push the issue since he's already on a short list.

**Matt Jackson**

I can comment to that and I just want to say that Patrick and Colin, they did tremendous job. I mean, once Patrick got in there, we were talking quite a bit. He got hooked up with Woolbright and Woolbright pushed that through and I agree with completely with Colin just that the time that the President called me probably couple weeks prior to this going down as the local president asking for advice. It only gave me half the story. The local presidents actually involved in this whole story with the Fire Chief in effect going after him. You know, I just advised him kind of how I would handle things, but I didn't know Colins story because I hadn't talked to anybody yet. But once we got into it, got with Pat find out I've. Called you just to say what's going on down there, you know, because I don't know all the players necessarily.

**Pat Weathers**

But at one point, Colin was the only person on our E board.

**Matt Jackson**

But the like, Colin said that arbitrators decision. I know a couple of you have seen it. It was brutal to the point where he's asking the city leaders, you know, where the adults in the room. OK I mean it's pretty to the point and much needed, but hats, off to these Hutch guys that did an excellent job. IAFF appreciate the hard work you did, because

that's a win you know a win for the IAFF and win for Local 179

**Pat Weathers**

If it's a financial issue, if you're going up against your Fire Chief and he has threatened to run you in the ground or whatever, I mean, you've got the IAFF behind you, so yeah.

**Matt Jackson**

You guys did a great job. All right. Any questions for these guys?

**Charles Helm**

Is there anything we can do? I know you guys talked about and great job. I wish I would have been there to see it all, but is there anything we can do for Hays and for something like this?

**Matt Jackson**

We're working on that Hays is it is in contact with the IAFF right now. So there's a back and forth between them because they have, they have multiple issues going on. I mean it could get to a point of a guardian, we just don't know.

**Charles Helm**

I just feel like he's trying to squeeze him dry to get him to leave or something and that's.

**Matt Jackson**

Yeah. You know, I don't know if he is actually after Brandon and it's the whole department, you know, you have 17 Members, I think the whole department is really being squeezed and not necessarily all by the Fire Chief, but just by the city administration since they lost their contract. That's been just a slow process of taking away the benefits that they had bargained for years. You know what I mean and they've just let them slip away but they're in contact with the IAFF. They are in contact with Woolbright. That information is going back and forth and we'll know probably more next week when Brandon is able to be out of hospital.

**Charles Helm**

Can I bring something else up? Sure, you know. It's been a little bit of a secret, but if you haven't looked at your pay structure for overtime, you at least need to send this stuff to I think it's Lynn Scott lawyer with the IAFF to look at how you're paid because we found a discrepancy and we're probably going to be in a lawsuit sometime soon so and I thought we were getting paid correctly. I mean, I looked at it and talked about it I know Local 42, had that lawsuit a while back and I looked into it then and I still thought I was getting paid correctly until he explained it to me. I would advise everybody send some paychecks and stuff to the lawyers at the international and have them look at it.

If you need his e-mail. Just give me a call. I'll send it to you.

**Matt Jackson**

Yeah, I mean and that's the thing, you know. Any local president out here besides the

local get in contact with Woolbright tell him that whether it's a financial whatever you want because there's so many opportunities that the IAFF programs that the IAFF has that are free, we pay the dues. That we need to take advantage of, you know, and certainly Mark is excellent at you get in contact with him and he's going to get you in touch with somebody. I mean that day typically. I agree.

**Charles Helm**

That's the exact case and you're not by yourself when that lawsuit happened. They are there and they said they would take care of everything. So I mean.

**Matt Jackson**

They want to manage it because they don't want to go. They don't want it to go to the other direction.

Anything else? Any other committee reports? Dennis, you have anything?

**Dennis Phillips**

Actually, this year in the legislature, they weren't doing much and there wasn't, but two bills that did pass and got signed in the law was one was Senate Bill 13. Secretary of State Office trying to get rid of a lot of their paperwork, but they wondered where we would not register anymore of the unions and we all fought against that because we want to be official who our representatives are, or who represents us with it, so somebody just can't come in and say hi, I'm representing Kansas State Council Firefighters and they're not registered to do it. So the Secretary of State's office understood that they put the amendment in Senate Bill 13 and it went through. So we will still be registered paying our fee to register, everybody, but it's a good deal because you are officially registered to representatives of your local and State Council, so. All the unions were in favor of that. The other one is the fallen firefighter memorial. The Wichita Memorial is official state memorial now. They have down there. There's an Advisory Council set up so few people from Wichita on the State Council will have a member on it. So we got what we wanted there. But that got added to the fireworks bill. Senate Bill 199 came out of House Bill 2372, but ended up getting added in the end to the fireworks bill. For some of you, don't know that's where they can sell year round now. If they have a permanent structure and the season temporaries, it's longer too so. One bill he's been there before, I'd still like to see get passed. You know, worked, some time, I don't think it will, that would allow under work comp injured employees to choose their physician. It is a proven fact they got the data to back it up. You're going to your own physician people get back to work sooner, but they always want you going to their doctors and that don't work very well a lot of times. PTSD, they weren't going to bring it up this year we knew that, you know, once we worked with the FOP and the others, we all knew that they weren't bring it up this year. We'll keep working on it. It's an important bill we want to get it passed. But it's just going to take some time just like that Drop bill. It took eight years to get the rest of KP&F under that. So if things don't move fast and this is a carry over year. So what bills are there now will be carried over the next year. Any questions?

**Tyler Rawley**

I got a question real quick. Sorry, Dennis, I know you won't be excused, but I do have a question, Tyler Rawley Local 2542, the sunset on the drop is in 31, is that correct? Do we have a plan of getting that permanently in or are we going to start working on that or is that something that we need to like wait a little bit?

**Dennis Phillips**

Yes. Yeah, I think you're seeing more and more people use it now, I think they're going to see the benefit of it, because even the KPERS side, you know, not keeping up with the KP&F side, they're talking to them wanting to go under the drop program so I don't see that be a problem in the long run, but something we'll have to watch. We're going yes, so. Yeah, if you're the younger ones, you won't be ready by 31. How many of you in here have already gone into the drop program? There's a few in here. Yeah, and it's not a bad deal. It's a good deal. And I think you'll see more and more people doing it

**Matt Schulte**

For Wichita they keep saying that actuaries know that makes good money because you're still paying it, you know. You're paying yourself and I get it, but it's just an option you got to do what's best for you and your family. But there is just another option of choice. Whether you choose it or not, it's up to you, but you got to make that choice when you get to that point. They make too much money on it. That's why our drop stays in on ours.

**Dennis Phillips**

We don't hear anything from capers that they're upset with or anything. I actually think Alan likes it.

**Matt Jackson**

Anything else with committee? OK, I thank you many for their hard. Work you guys are excused.

Any other committees? Yes. Yeah.

**Chris Wing**

PAC committee. We've had three candidacies. Manhattan, KS City Commission. Jamie Mitton, wife of I remember here in Manhattan, Carlos Machado out of Kansas City, KS. His father is a dues paying member and then a school board race in Topeka, KS. Auburn Washburn, USD 437 District C, position 6. Tye Dragu. He is the president of WKA. Those were the only three endorsements that came through and nobody else came in. Any questions, we ask to be excused.

**Matt Jackson**

Thank the Committee for their hard work and your excused. Any other committee?

**Chris Booth**

Suggestions committee, we've met a couple of times. We have no suggestions to bring to the floor. We ask to be excused

**Matt Jackson**

I think if we work. And excuse any other committees. Yeah, go ahead.

**Charles Helm**

I would like the resolutions to meet have whenever we go to break just for a minute.

**Matt Jackson**

When we get done with the elections, will you guys, be ready to do your resolutions?

**Charles Helm**

I just want to go through them with them real quick to make sure I got it.

**Matt Jackson**

OK, so we have anything from the floor? Does anybody want to address the floor? OK, why don't we take till you know almost 9:30 for a quick break. Resolutions to meet over here, and then we'll come back in and the two candidates will do their speeches and we'll move into the election does that work?

OK, at this time we'll go ahead and move to the candidates to give speech for the position of trustee. We're going by order of nomination. Jake Wood.

**Jake Wood.**

I know I'm allowed 5 minutes. This is going to take say about 30 seconds, so I didn't go for all that. Most of you guys know me, Jake Wood, Local, 2542. There is really two reasons that I'm here today looking to get into this position. One just being some diversity on the board, right. Just getting another voice in there. That's one reason and the second being just a board member out of Johnson County. You know, we talk often about the importance of unionizing other locals and bringing other people in. Johnson County, we can all agree is the greatest untapped resource in this state and I don't know that it's going to move any mountains by any stretch, but it's certainly going to help when we go talk to these other locals and try to bring them in and try to organize them that we have somebody that's actually on the E board and can maybe help be a better voice for them so those are the main the main reasons why I'm running. For this I appreciate you guys appreciate your votes.

**Matt Jackson**

Speaker 2

Thank you Jake, next to Jeff Lane.

**Jeff Lane**

My name is Jeff Lane, Local 64, and a member of 64 and KCK, Fire Department for 17 years, all mirror some of what Jake? You know, as far as getting an opportunity to

introduce myself to the Council, we've done some work together outside of being a trustee and I, you know, I see the trustee position as a way to get, you know, into a leadership role at some point later on down the road, my career. I truly believe in, you know, starting from the bottom and figuring the system out and you know we got great guys at the top to learn from and. I'm just looking for any exposure I can to get there.

Right back just a little bit about me back in Kansas City then I was a trustee in Kansas City starting out back in 2013, I did six years there. I've been on the Executive Board now for about almost three years. Then our Labor management committee or that committee kind of polices the fire department as much as anything else does, you know, outside of the grievance process. I've been the chair of that for the last three years. So, you know, just trying to again get myself exposed to everything I can and I appreciate the opportunity to even to even be considered for running. So appreciate the vote.  
Appreciate the support.

**Matt Jackson**

Thank you, Jeff. As we discussed earlier, you know we said 10:00 law as the candidates. So we don't have any issues from the floor I would like to move that forward a little bit just for time sakes. Does anybody have issue with that? If the election committee, if you started at 9:45, does that give you time?

940? OK does anybody have problem 940? So what we'll do is we'll all clear the room, right? And whoever your representative that's going to be casting the ballot, you know, please stay close to the over here because one of the board or the election committee will be calling you in. You know, individually you'll come in. Cast your ballot if you are, you guys going to have witnesses? OK, you've already talked to elections. You have witnesses we're obviously the witnesses be in the room. The rest of us will be out. And then once you guys finish what you're doing it here, once everyone's voted and you've tallied and come get come get us or come get me, we'll bring back in session. That work?

**Chris Schroeder**

Election committee just stay in here when we go on break. real quick.

**Matt Jackson**

We'll go ahead and go back in session I'll have the election committee come forward and report the results.

**Chris Schroeder**

All right, after the files were all counted.  
Jake Wood 1111  
Jeff Lane, 812, so that is the results.

**Matt Jackson**

OK. Thank you for your service. Your excused, all right, resolutions. We're on your time.

**Charles Helm**

Resolutions #1, whereas the officers and delegates at the 79th Annual Conference of the Kansas State Council of Firefighters know the efforts which is required to successfully host conventions, and whereas the members of IAFF Local 2275 have exhibited an outstanding effort in every aspect of their hosting for this conference with exceptional hospitality, speakers, and educational classes therefore, be it resolved, that the officers and delegates of the 79th conference extend our sincere thanks and appreciation to the entire membership of the Manhattan KS IAFF Local 2275. We asked for this resolution to be adopted.

**Matt Jackson**

OK, you heard the committee's recommendation. I would take a motion.

**Seamus Albritton**

Seamus Albritton Local 1596 move to adopted as read.

**Tim Carr**

Second.

**Matt Jackson**

Any discussion seeing none, all those in favor signify by saying aye. Aye opposed.  
Motion passes

**Charles Helm**

Resolution #2. Whereas the officers and delegates of the 79th Annual Conference of the Kansas State Council firefighters appreciate the education and support given by IAFF Second District Vice President Mark Woolbright therefore be it resolved that the officers and delegates of the 79th Conference thank Second District Vice President Mark Woolbright, for all his dedication and support to the Kansas State Council, and each IAFF Local. We ask that this resolution be adopted.

**Matt Jackson**

You've heard the committee's recommendation.

**Nate Coffman**

So moved.

**Chris Schroeder**

Second.

**Matt Jackson**

Any discussion? Seeing none all those in favor signify by saying aye. Aye, opposed.

Motion Passed

**Charles Helm**

Resolution #3. Whereas the officers and delegates of the 79th Annual Conference of the Kansas State Council of Firefighters appreciate the dedication and support given. IAFF General President Ed Kelly and IAFF General Secretary Treasurer Frank Lima, therefore, be it resolved that the officers and delegates of the 79th conference thank IAFF, General President Ed Kelly and IAFF GST Frank Lima for all the dedication and support to the Kansas State Council, and each IAFF local we asked this resolution to be adopted.

**Matt Jackson**

You've heard the committee's recommendation.

**Chris Schroeder**

Move to adopt

**Tyler Rawley**

Second.

**Matt Jackson**

Any discussion? Seeing none, all those in favor signify by saying aye opposed, motion passed

**Charles Helm**

Resolution #4 I apologize right now if I mispronounce some of these names, whereas the officers and delegates of this 79th annual conference of the Kansas State Council of Firefighters appreciate the time invested to address this conference. Therefore, be it resolved, that the officers and delegates of the 79th Conference thank Manhattan Mayor Karen McCullough, Manhattan City Commissioner Adamchak, Manhattan City Commissioner Minton, State Senator Brad Starnes, State Representative Carlin, US Senator Moran's office, Manhattan Fire Chief French, KSAFC President Chief Chad Russell, KSFFA President Pearson, we asked that this resolution be adopted.

**Matt Jackson**

You've heard the committee's recommendation.

**Pat Weathers**

So moved

**Chris Schroeder**

Second

**Matt Jackson**

There's a motion and 2nd any discussion seeing none. All those in favor signify by saying aye opposed. Motion passed

**Charles Helm**

Resolution #5 and whereas officers and delegates of this 79th annual conference of the Kansas State Council of Firefighters appreciate the time and energy spent by the IAFF staff to include IAFF in NTA Mark Munger, IAFF PEP Instructors Mark Lundy and Matthew Howard to further our educational and paternal agenda, therefore, be it resolved, that the officers and delegates of setting on conference thank the IAFF staff for their dedication and support to the Kansas State Council and each IAFF Local we ask for this resolution to be adopted.

**Matt Jackson**

You've heard the committee recommendation.

**Chris Schroeder**

So moved

**Simon Stephenson**

Second.

**Matt Jackson**

We have a motion and 2nd. Any discussion seeing none? All those in favor signify by saying aye. Aye, opposed. The ayes have it.

**Charles Helm**

Do we have any other resolutions that I might need to? Look at.

**Matt Jackson**

Is there any more work for resolutions. You are excused  
All right. And we missed any committees. I don't think so.  
Anything from the floor.

**Calen Dunn**

Calen Dunn Local 179, I just want to say thank you so much for the help with our stuff for last year for anybody that's new getting into positions or whatever. I was only a year on when this happened and to the Secretary Treasurer and. I would say just go with your gut feeling, it felt wrong and then also getting told by the former president and vice president what I could and couldn't do and it was nice to have at least Pat as somebody in the state that I could go to. So if you don't have anybody thats in your, eboard or whatever that's a part of the state. Just know that you can always ask them for guidance because that really helped and took a lot of pressure off for sure.

**Matt Jackson**

Anything else? OK, we have swearing to the officers. OK, so I'd ask those officers to come forward.

**Matt Schulte**

Just say I will after I read the oath. Raise your right hands. I pledge to honor to perform the duties of my office and compliance with the constitutional bylaws, the international association of firefighters and the state council. All properties and records of this Union shall be turned over to my successor in office at the close of my official term. I will dutifully abide by and promote the positions taken by the majority. I will dedicate my talents and energy to represent the mandates and direct use of the Union. I will use my good office to promote. Unity and Harmony. All to it, I solemnly promise and swear to keep to the best of my ability.

**Matt Jackson**

At the adjournment of this we'll have an executive Board meeting up here. As you all know, the exec board meetings are open. So if you have something that you didn't want to bring up on the floor, whatever you can bring it up here. I'm sure a lot of guys have to get checked out or whatever better. Also want to take this opportunity to thank Manhattan. Shwab, you did a fine job as I knew you would. I know Kirkland kind drag you down a little bit, but you know that's why we sent him over from Junction to Manhattan. You know, you guys did an actual job. I mean, all the events were good. This has been great. So. Job well done again so. OK, last chance for anybody. OK, I would entertain a motion.

**Chris Schroeder**

I move we adjourn.

**Ed Lynn III**

Second

**Matt Jackson**

Is there any discussion, seeing none, all those in favor signify by saying aye opposed. The ayes have it.

**Resolution #1**

Whereas, the officers and delegates at  
the 79<sup>th</sup> Annual Conference of the Kansas  
State Council of Firefighters know the efforts which is required  
to successfully host conventions and

Whereas, the members of IAFF Local #2275 have exhibited an  
outstanding effort in every aspect of their hosting of this conference  
with exceptional hospitality, speakers, and educational classes,

Therefore, be it resolved that the officers and delegates  
of the 79<sup>th</sup> conference extend our sincere thanks and appreciation to the entire  
membership of the Manhattan Kansas, IAFF Local #2275.

We ask for this resolution to be adopted.

**Resolution #2**

Whereas, the officers and delegates of the 79<sup>th</sup> Annual Conference of the Kansas State Council of Firefighters appreciate the dedication and support given by IAFF 2<sup>nd</sup> District Vice President Mark Woolbright. Therefore, be it resolved that the officers and delegates of the 79<sup>th</sup> conference thank IAFF 2<sup>nd</sup> District Vice President Mark Woolbright for all his dedication and support to the Kansas State Council and each IAFF Local.

We ask that this resolution be adopted.

### **Resolution #3**

Whereas, the officers and delegates of the 79<sup>th</sup> Annual Conference of the Kansas State Council of Firefighters appreciate the dedication and support given by IAFF GP Ed Kelly and IAFF GST Frank Lima. Therefore, be it resolved that the officers and delegates of the 79<sup>th</sup> conference thank IAFF GP Ed Kelly and IAFF GST Frank Lima for all their dedication and support to the Kansas State Council and each IAFF Local.

We ask that this resolution be adopted.

**Resolution #4**

Whereas, the officers and delegates of this 79th Annual Conference of the Kansas State Council of Firefighters appreciate the time invested to address this conference. Therefore, be it resolved that the officers and delegates of the 79th conference thank Manhattan Mayor Karen McCulloh, Manhattan City Commissioner Adamchak, Manhattan City Commissioner Minton, State Senator Brad Starnes, State Representative Carlin, US Senator Moran's Office, Manhattan Fire Chief French, KSAFC President Chief Chad Russell, KSFFA President Pearson

We ask that this resolution be adopted.

**Resolution #5**

Whereas the officers and delegates of this 79<sup>th</sup> Annual Conference of the Kansas State Council of Firefighters appreciate the time and energy spent by the IAFF staff to include IAFF/NTA Mark Munger, IAFF PEP Instructors Mark Lundy and Matthew Howard to further our educational and fraternal agenda.

Therefore, be it resolved that the officers and delegates of the 79th Conference thank the IAFF Staff for their dedication and support to the Kansas State Council and each IAFF local.

We ask that this resolution be adopted