



The Hawaii Fire Fighter

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An Official Publication of the
Hawaii Fire Fighters Association, Local 1463

Investigations a Constant Learning Process

Fire investigator Terio "Buma" Bumanglag, Jr. used to believe that the Local 1463 members working in the investigations section of HFD's Fire Preventions Bureau had a pretty simple job.

"When I was working as a fire fighter out in the company, the investigators would come out and sift through the debris," Bumanglag said. "I used to watch them because I was kind of interested in what they were doing. Then I used to drive back to my fire station thinking about how these guys had it made. They were done with the investigation after kicking a few ashes around and that was it."

But "Buma" would in time learn what it was like to truly be a fire investigator for the Honolulu Fire Department. It was much more than finding out the source of a fire and going back to quarters – much more.

The follow-up after a fire is extremely time-consuming, he said. "We have to deal with private investigators, attorneys, homeowners, property owners and insurance companies. And then there are the courts. People have no clue about what we go through. I have a much greater appreciation for all of the work that goes into an investigation now that I'm here."

Located in the basement of Aiea Station No. 10, the investigations section presently consists of two full-time investigators and two rotating Fire Fighter IIIs led by Captain Glenn Solem, who is set to retire this Dec. 31, 2004. Solem, who is a 31-year veteran with 14 years in Investigations, says one never stops learning on this job because of the diversity and the many various disciplines that the job demands.

"The field is too vast," he says. "We constantly attend classes, conferences, seminars and attendance to private, State and Federal offerings in an effort to continue our education. Attorneys will even ask you in court, 'when was the last time you took this or that particular class or course when being admitted as an origin and cause expert?'"

Just like being a detective

Capt. Solem says that some of the qualities or traits necessary to being a good investigator is to have an inquisitive personality with the tenacity to dig for answers above and beyond what is normally expected from the average person

"A good investigator must never be satisfied with your average run-of-the-mill answer," Brother Solem says. You have to understand that upon first being admitted into the section, you won't know everything immediately, however the knowledge and experience that you gain through constant training will allow you to advance as an investigator. This knowledge and experience allows you to better navigate through the rigors of the court system, especially during a tough criminal or civil trial. I believe that if properly trained, our investigators will always stand-up to the rigors

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Fire Investigators Capt. Glenn Solem, Pat Young, Terio "Buma" Bumanglag, Jr. and Henry Yokayama of the HFD's Fire Preventions Bureau.

Kauai Fire Chief Blatantly Violates HFFA Contract and Collective Bargaining Law

The saga for our Kauai brothers and sisters continues... The anti-labor ambiance emanating from the Fire Chief's office moves along without skipping a beat.

On or about June 14, 2004, Kauai Fire Chief Dennis Furushima sent a memo to all of his fire stations unilaterally changing the Rank-for-Rank Recall Program Guidelines for Kauai members without any consultation or negotiation with the HFFA. These "new program guidelines" took effect on July 1, 2004.

Chief Furushima completely eliminated Rank-for-Rank Recall for all Fire Fighter 2's and 3's. His justification was that FF2's and FF3's have the opportunity of Temporary Assignment so they should not be eligible for Ranked Recall. He also reduced the recall opportunities for Captains to a maximum of only one recall workshift per month with a further restriction of six work shifts per year.

Upon this action by Chief Furushima, HFFA filed a Prohibited Practice Complaint with the Hawaii Labor Relations Board (HLRB) against the fire chief and Kauai County for "unilaterally changing contract provisions and failing to consult with the HFFA." Kauai County subsequently challenged HFFA by filing a "Motion to Dismiss Complaint" against HFFA citing several reasons including, "failing to exhaust contractual remedies."

On July 23, 2004, the HLRB heard Kauai County's case and swiftly denied their "Motion to Dismiss Complaint" against HFFA and scheduled HFFA's hearing against Kauai County for September 14 and 15, 2004.

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State of the Union

“It is the duty of your Executive Board to work towards increasing the wages, benefits and protections of our members. To achieve these things we need friendly politicians that support fire fighters and our issues. Mufi Hannemann is just that, a friend to fire fighters and our union.”

Robert H. Lee, President

As the 2004 elections heats up, the most important race for the HFFA is the mayor’s race in the City and County of Honolulu. Our union has joined 25 other public and private sector unions throughout our state in endorsing Mufi Hannemann for Honolulu Mayor.

There are a number of reasons why our Executive Board made this endorsement. Mufi has a very diverse background. After graduating from Iolani School and Harvard University, Mufi has held positions in both the public and private sectors. He has also held positions in all levels of government; city, state and federal.

Just as important, Mufi has worked for both Republican and Democrat administrations. Understanding Hawaii’s current political environment with a Republican Governor and three Republican Mayors, it’s important to elect a mayor that can work cooperatively with people regardless of political party.

Mufi is also a strong supporter of Labor and labor issues. As a City Council member, it was not uncommon to get a call from Mufi wanting to understand our point of view whenever issues pertaining to fire fighters in particular or public safety in general came before the Council. He has time and time again involved HFFA in matters of mutual interest and decisions he’s made as a Council member was always based on having information from all sides, not just the Employer.

It’s very important to remember that this is an HFFA endorsement and not a Honolulu Fire Department endorsement. Some may not see a difference because HFFA represents fire fighters that are employed by HFD but in actuality there is. Because the fire department is identified within our City Charter as a “core service” of the city, whoever is elected mayor is bound by law to support and enhance fire prevention and protection services for the City. That includes providing manpower, equipment, facilities, fire prevention services, etc. A supportive mayor is necessary to address HFFA issues such as wages, overtime opportunities, safety and health

issues, workers compensation issues, station maintenance and repair, promotion issues and the like.

Good examples of this are the ongoing anti-labor attacks we’re faced with on Kauai. Because the Kauai Fire Chief enjoys the full support of his Mayor, we currently have numerous grievances filed and two Prohibited Practice Complaints pending with the Hawaii Labor Relations Board over Kauai issues, including the violation of our Rank-for-Rank Recall Policy.

In fact, the number of active labor complaint issues filed on behalf of our 100-plus active-duty members on Kauai is greater than the number of labor complaints we have pending for all the other counties statewide combined! Even though in Honolulu we have a Fire Commission whose purpose is to evaluate the actions and performance of the fire chief, the HFD Operating Budget which includes expenditures, come under the scrutiny and approval of the City. In a nutshell... *the Mayor controls our money!*

Every person has the right to form their own opinion on all candidates running for political office and I firmly believe that we all enjoy the right to vote for our own candidate of choice. Our endorsement is just that, an endorsement. It is our responsibility as your executive board to base our endorsements solely on labor and fire service issues that may impact your wages, conditions of employment and benefits; not on issues relating to public education, traffic concerns, community issues or any other social issues that are of great concern to the citizens of our city, including fire fighters.

It is the duty of your Executive Board to work towards increasing the wages, benefits and protections of our members. To achieve these things we need friendly politicians that support fire fighters and our issues. Mufi Hannemann is just that, a friend to fire fighters and our union. “Friend” in this context doesn’t mean someone that we watch UH football games and drink beer with, but rather is a “supporter” of fire fighters and our labor issues.

We ask you to consider and support our endorsement of Mufi Hannemann for Honolulu Mayor. Remember the old cliché, “United we stand - divided we fall.”

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**Hawaii Fire Fighters Association
IAFF Local 1463, AFL-CIO**

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Temporary Assignment-Longevity Pay Class Grievance Settled

On June 28, 2004, the Hawaii Fire Fighters Association (HFFA) and the City and County of Honolulu executed a settlement agreement on the class grievance filed on behalf of all fire fighters in the City, alleging violation of Section 30A – Compensation Adjustment of the Collective Bargaining Agreement.

The Settlement Agreement provides that the employer shall compensate Unit 11 employees who have performed temporary assignment during the period from July 1, 1999 to June 30, 2003 for the difference between the longevity rate of what the fire fighter previously received for temporary assignment and the longevity rate based on the maximum step of the higher pay range, according to Guy Tajiri, HFFA business manager.

“President Robert Lee and the HFFA Oahu Executive Board members have been going through some painstaking measures to assure that all fire fighters affected by this class grievance have an opportunity to provide supporting documentation to show that they are entitled to additional compensation,” Tajiri said.

The final numbers that the City provided to HFFA showed that 470 fire fighters are entitled to additional compensation in accordance with Section 30A. In addition, the total cost for the longevity pay adjustment is \$98,822.

“We would like to thank all of the fire fighters who took the initiative to respond to our letters and telephone calls to verify the accuracy of the payroll information that was provided to the union by the City,” Tajiri said. “All fire fighters who are entitled to the longevity pay adjustment should have received their payment in their August 15, 2004 pay check.”

Spotlight on Mokulele Station No. 8

Quick question: What are the three Honolulu companies that will always come to the aid of other companies on Oahu because of their accessibility? The correct answer is Waikele, Pearl City and ... Mokulele, Station No. 8.

“We assist a lot of other stations because we are one of three relocating companies,” said Capt. Glenn Chung. “Mostly Leeward and North Shore fires.”

Because of their proximity to the airport and HFD’s training center, the fire fighters stationed at Mokulele often will see a lot of visitors from the mainland.

“We’re a typical fire station, but we do get a lot of out-of-town guests,” Brother Chung said. “We see our share of white shirts.”



From left, Ronnie Casinas, Capt. Glenn Chung, Jim Narahara, and Andy Verke have a meeting before a SCBA Air Management Drill.

What is a Labor-Management Committee?

Under Section 51 of the Hawaii Fire Fighters Association (HFFA) Collective Bargaining Agreement, it specifically explains the composition of the committee, its purpose and other conditions the committee must follow. The Labor-Management Committee is comprised of eight (8) members representing the bargaining unit and eight (8) members representing the employer.

“The purpose of the committee is to facilitate improved labor-management relationship by providing a forum for the free discussion of mutual concerns and problems and also to work at finding resolutions outside of the grievance procedure to on-going problems,” said Local 1463 Business Manager Guy Tajiri.

To help the union and the employer to fully utilize the intent and purpose of the labor-management committee, the parties engaged the services of Ms. Carol Catanzariti who is a commissioner with the Federal Mediation and Conciliation Service (FMSC). As a federal mediator, her experience includes mediating contracts, grievances, and EEO cases in Hawaii’s federal, state and private sectors as well as in Guam, California, and Colorado. In addition, she has been a trainer in alternative dispute resolution methods such as Interest Based Bargaining and Problem Solving in Hawaii, Guam, the mainland U.S. and Japan.

Commissioner Catanzariti conducted a one-day Interest Based Bargaining (IBB) Workshop on July 29, 2004 for the committee members.

“IBB negotiations may offer the parties more flexibility, not locking them into predetermined issues and positions,” Tajiri said. “We learned that the IBB process begins with understanding the problem and identifying the interests that underlie each side’s issues and positions.”

The participants also learned that IBB is a process that enables traditional negotiators to become joint problem-solvers. The following are important principles that are a consistent part of Interest Based Bargaining:

- Sharing relevant information is critical for effective solutions.
- Focus on issues, not personalities.
- Focus on the present and future, not the past.
- Focus on the interests underlying the issues, not only on positions.
- Focus on mutual interests, and helping to satisfy the other party’s interest as well as your own.
- Brainstorming can generate options to satisfy mutual and separate interests.
- Options to satisfy those interests should be evaluated by objective criteria, rather than power or leverage.

“All the participants at the end of the workshop were hopeful that this process will help enhance the labor-management relationship, and that solutions which satisfy mutual interests are more durable,” Tajiri said. “As issues and problems are resolved in the labor-management committee, we will be sharing our successes with the membership.”

Fire Service Joint Labor Management Wellness Fitness Initiative Update

To the 950 plus HFFA Oahu members who signed up and had the blood work done for the Fire Service Joint Labor Management Wellness Fitness Initiative, thank you. That number is a tremendous start to this initial phase. In addition to the blood work, more than 500 members have completed the Health Risk Appraisal. In order to get a comprehensive analysis of our members' wellness and fitness level, we urge those who have not yet completed the Health Risk Appraisal (HRA) to do so as soon as possible. **More importantly, to have any further chance at continuing** this worthwhile program, the Honolulu Fire Department needs each of you to complete the online appraisal now.

They need statistics from the aggregate report to present to City officials when asking for funding to continue the program. Submitting complete statistics (everyone who took the blood

work also taking the online Health Risk Appraisal) is crucial in showing the City that our members are willing to take the necessary steps towards wellness and fitness. The aggregate analysis of the online risk assessment appraisals is also vital to the reporting requirements to the grant agency and will also be used for future requests to fully implement the wellness fitness initiative. The deadline for the aggregate report to be submitted to the agency is the end of September. Therefore, it is imperative that you sign on and complete the HRA soon. The HFFA is asking all who completed the blood work to complete the online Health Risk Analysis.

The Health Risk Appraisal (HRA) can be found on line at: <http://www.summex.com/smx2/healthonline.asp>. The HRA takes about 15 minutes to complete and in addition to some of the test results (HDL/LDL levels), a few

questions on your lifestyle, are asked in the survey. The results you received from the draw are needed to complete the HRA. Questions such as height and weight, your exercise regime, and other general health and fitness questions are part of the questionnaire. Once you've completed the HRA you will receive an individual report of your health risk appraisal.

The appraisal can be of help to you and your physician in your medical decisions. Again for clarity sake, all personal medical information is strictly confidential and HFD receives only the aggregate report of the results. No individual names are associated with any of those reports.

The HFFA, IAFF and the International Association of Fire Chiefs support this initiative. From suppressing fires, to attending to medical calls, to responding to a hazardous material incident, you face life threatening situations as part of your job. This program is holistically designed to address your medical, physical and emotional fitness and access to rehabilitation if warranted. Your health and safety is of utmost concern to us and HFFA wants to help ensure your professional longevity. This initiative is one resource which we hope you will take advantage of.

For all who have completed both parts of the assessment, thank you. To the rest of you, who will be completing the second part of the assessment, thank you. Remember, everyone who completes both parts of the assessment (blood work AND online Health Risk Appraisal) will receive a specially designed shirt. HFFA members from HFD have worked diligently on designing a shirt that everyone will want to have (plenty mana went into designing the shirt).

Thanks to all of you, we will make this department a healthier one.

Clean-Up at Fire Station 31

It's clean-up time at Kalihi Kai Fire Station 31.



Jay Peloso, Ross McKeague and Ryan Washburn



Lincoln Shima



Pat Kekua, Jeremy Cole, Clifford "Kala'i" Miller, Rex Nohara and Kyle "Kauai" Lee



Jay Nourrie



Jay DeSantos and Will Kapua



Myles Okada

Kauai Fire Chief

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"We fought really hard during the last negotiations to create a pilot rank-for-rank recall program and all counties except for Kauai have cooperatively worked with us in accordance with the provisions of the contract to keep this vital program alive and well," said HFFA President Bobby Lee. "It's really unfortunate when you have to deal with a fire chief that has forgotten his roots and openly and callously treats our fire fighters with such disregard and lack of respect. The chief has a top-down leadership style – treating all personnel down to the fire fighter 1's with little or no respect and support.

"Under this current administration the morale in the Kauai Fire Department is at an all-time low with no positive signs of improvement and this is clearly unacceptable. The HFFA will use whatever resources necessary to fix this problem. An injury to one is an injury to all!"

Investigations

Continued from page 1

of any challenge that comes their way.

"It was only in the last few years that our investigators were allowed to attend the training classes that we felt were necessary to advance our professional standards. It helps to have a battalion chief like Lloyd Rogers who was once an investigator and captain of the unit himself, as your chief. One definitely has to have a higher appreciation for learning. I believe that if every staff member had to testify in a court of law, that investigation section would not experience a lot of the little nagging problems that we experience. Courtroom reality certainly sends each of us an awakening call."

Because of liability concerns, Solem says another characteristic to being a good investigator is to be "confident in ones self."

"You're going to be making what a lot of people consider unpopular calls," he says. "You're going to be open to criticism and public scrutiny. There's a lot of mental stress in that. Investigators get to know a fire on a more intimate basis, especially when there's a fatality or serious injury. We get down to the very intricate details of the origin, cause and circumstances of a fire so there are more personal levels of involvement. It doesn't end when the fire is extinguished, that's when it actually activates the many phases of our work and starts the process of elimination or what today's catch phrase calls 'The Scientific Method'".

Bumanglag, who is a fire fighter III with three-plus years experience in investigations and a former graduate of the fire department's "Fire Explorers Program", says when he found out about his promotion to the fire investigation section, he knew it was the right job for him.

"I immediately found the job interesting," he said. "I enjoy seeing the dynamics of a fire and how it evolves. It's really intriguing, like being a detective. I had wanted to be an investigator for years and now my dreams have come true. This section teaches us to scientifically get down to the root cause of a fire and have the knowledge, wisdom and understanding to logically be able to explain it to the average person off the street, who Bumanglag adds, may be the jury that you face in the future. That's what attracted me most to this section."

Cross between a laborer and an archeologist

When Bumanglag describes the work that he does to his friends and fellow HFFA members, Buma says there's a lot of crawling around on "your hands and knees".

"Because we need to pay attention to detail, I've always said being a fire investigator is a cross between a con-

struction laborer and an archeologist," he says. "There's a lot of sifting of debris by what we call layering. But, there are also a lot of other responsibilities. There are full blown fire reports, with much more detail than what is required by our company officers."

"With every fire, you may be called upon to defend your determination and there's always the possibility of your having to deal with a lawsuit. "Capt. Solem says, 'you always have a noose hanging around your neck'. There's tons of litigation you have to be accountable for. When you leave the office, the job is never finished because there's always the possibility of litigation and the threat of a civil or criminal suit for every case that one works." "Because we have to be careful about what we say, how we say it and how we convey our opinions, some of our reports may take days to do. To help protect the department, we have to be as descriptive as possible, but keep the report as general as possible because each word used if not used in it's proper context, could be used against us in a court of law."

Captain Solem relates that is why he believes in going beyond your standard level of expectations regarding the acquiring of knowledge and education.

"I was once asked, 'why do you spend your own money to attend a lot of these conferences, seminars and conventions, when the department does not see the value in it, and I answered them this way," Solem says. "It is far better to sacrifice from your own financial circumstances than to not have acquired these fruits of wisdom and understanding and instead to be resolved to living in darkness."

"Anyone who does not understand the phrase, 'living in darkness' has never faced a well-versed attorney in a court of law or court mandated deposition. I can only think of one word for an unprepared, unschooled or uninformed investigator. When that attorney is finished with that investigator, he or she will be 'pitiful'. One of the worst feelings in the world is to walk away from giving testimony with your tail between your legs. Actually, given these circumstances, you will be glad to have a tail at all."

"I have had good people who have moved through my section over these many years and also several others who have stayed for a while, but who never really reached a level of proficiency needed to stand up to the rigors of the job. I have found that it has little to do with college degrees alone or perceived intelligence. I have had people with several degrees and other advanced degrees, however these diplomas mean little if you do not possess what I call "a gift" of having a certain kind of character. This 'character' that I talk about is not that easy to define, but when you see this person, then you know that he or she can be said to be a person of 'character'. Not only in investigations, but also in everyday life we all seek this type of person to work for or work with,

or if we are lucky, to have this person for a true life long friend."

With Capt. Solem retiring at the end of the year, the future of the primary investigations section is definitely in a state of flux. The other two FFIII investigators will soon be rotated out on a staggered basis, which is good experience for them, but does nothing to help investigations carry on with their duty of investigating the origin, cause and circumstances of fires when company officers cannot determine it themselves.

"It definitely puts more stress on us," Solem said. "I have done all that is possible for my part and it will be up to those whom the department selects to uphold the standards that we have tried to develop over the years so that others can operate in the section with the dignity and integrity that we have so far tried to accomplish."

"I know that Buma has attended almost all of the recommended courses and is one of the few fire investigators in the nation (24 so far) who has completed the 'Fire Modeling/Fire Dynamics Course' offered by the National Fire Academy and is always one of the outstanding individuals in every class that he attends."

Captain Solem was once called on the phone by one of the Alcohol, Tobacco, & Firearms Federal Agents at the Federal Law Enforcement Training Centers Advance Arson Training School located in Glynco, Georgia, and told that "Buma" had noticed an error in one of the formulas used by a very respected and published doctor who was lecturing on fire dynamics at the time.

Upon discovering his error, the doctor announced to the class that in all of his years of teaching the class, that no one had brought this error to his attention. This renowned doctor then proceeded to correct the error in his formula by quoting exactly what Bumanglag had pointed out. The ATF Federal Agent informed Solem that from that day on until the class graduated, that Buma was "The Man".

"The ATF Agents still talk about that incident and how a 'Pineapple from Hawaii' had to come all the way to the State of Georgia and the Federal Training Facility to correct what was at that time considered to be an 'Established Formula' for the science of fire dynamics," Solem said. "Needless to say, I was very proud of Buma. In the investigations field, it was like seeing your son make All American Honors."

Adds Bumanglag, "We firmly believe that we are the ones that set the agenda for the rest of the Preventions Bureau because we find out what the origin, cause and circumstances for all investigated fire incidents and we relate through our determinations what the public needs to know to keep themselves fire safe and through our pro-active fire prevention programs, we try to prevent these kinds of incidents from occurring again. It is something that I think a lot of people forget."

Hawaii's Congressional Delegation Fights for More Funding

When the 108th Congress reconvenes later this month after their summer recess, one of the bills that will await Senate action is H.R. 4567, the 2005 Homeland Security Appropriations Act. One important component of the act is an appropriation level of \$600 million for FIRE Act funding, of which \$50 million is to be used for the Staffing for Adequate Fire and Emergency Response Firefighters Act (SAFER Act), which would authorize funds to hire 75,000 new fire fighters over a seven year period.

"As noted in a recent International Fire Fighters magazine, the Bush administration originally proposed \$500 million for FIRE Act funding, which was \$250 million less than what was appropriated in the last budget bill," said HFFA Legislative/PAC coordinator Celeste Nip. "In addition, the original version was remiss in funding for the SAFER Act."

Nip says that the increase in funding was provided for with the help of Hawaii's congressional delegation. She says that in a recent update from Congressman Ed Case, he noted that his support of this appropriation measure was "based, in part on the bill's inclusion of vital FIRE Act funds and an amendment that increased funding to the SAFER Program."

The IAFF legislative staff maintains their lobbying efforts on Capitol Hill to ensure that funding for fire service programs remains at the current level.

"We join with Congressman Neil Abercrombie in echoing his recommendation to keep the pressure on the Bush administration into fully funding First Responders in order to help our first line of defense to better defend us no matter what the emergency," said Nip. "As the federal government's fiscal year ends on Sept. 30, 2004, and since many of the separate appropriation bills still awaits final action, we expect our congressional delegation to be extremely busy addressing many of our concerns in the next month.

"Our (Hawaii's) congressional delegation has a history of support for fire service issues and we know they will be our voice in the final months of the 108th Congress."

Motion Filed Against Arbitrator's Decision on Night Alarm Premium (FND)

The Hawaii Fire Fighters Association (HFFA) has filed a motion in Circuit Court to vacate arbitrator Ronald Fujiwara's decision and award on the Night Alarm Premium (FND) class grievance.

"The Oahu Executive Board is very disappointed and upset with the arbitrator's findings," said HFFA President Robert Lee. "He (the arbitrator) made a number of fundamental errors in determining whether fire fighters are entitled to night alarm premiums."

Although Fujiwara found that the employer did violate Section 23 of the collective bargaining agreement in disqualifying the payment of the Premium for relocations, occurring between 8:00 p.m. and 6:00 a.m., for situations in which fire fighters are required to leave their stations and move or relocate to another station to replace the fire fighters there who are responding to an alarm or performing work which requires a fire or emergency report to be submitted, he also found that the employer did not violate Section 23 of the collective bargaining agreement in disqualifying the payment of the premium for night drills occurring between 8:00 p.m. and 6:00 a.m.

"What the arbitrator did was split the baby in half and granted the grievance in part and denied it in part," said Brother Lee. "In our discussions and deliberations with attorney Dennis Chang, the union felt compelled to file a motion in court to vacate, modify, correct and clarify the arbitrator's decision and award. The HFFA is requesting the Circuit Court to grant the HFFA's motion."

In addition to the motion, the HFFA is asking that the court enter appropriate relief including an order that the parties select a new arbitrator to convene an arbitration hearing to address whether fire fighters are entitled to a night alarm premium for all work performed between 8:00 p.m. to 6:00 a.m.

The motion before Judge Gary Chang states that, "The HFFA is proclaiming that the court should vacate the award because the arbitrator made the following errors: 1) The arbitrator misconstrued the issue that was submitted to him for a final and binding determination, and consequently made wholly inconsistent rulings on the application of Section 23 - Night Alarm Premium; 2) He exceeded his authority under the parties' collective bargaining agreement; 3) He prevented HFFA from addressing the HFD's statutory requirement to consult and confer with the union over changes in wages, hours and working conditions but addressed that matter himself during the hearing and in his award to deprive fire fighters a night alarm premium; 4) He failed to make a final and definite decision; and 5) He refused to allow HFFA's submission of post-hearing supplemental exhibits after the parties agreed this was appropriate with the arbitrator's concurrence.

"HFFA's whole focus throughout the three days of the arbitration hearing was to verify that there has been a past practice of paying a night alarm premium for all work performed by fire fighters between 8:00 p.m. and 6:00 a.m. that triggered the payment of a night alarm premium," Lee said.

The hearing in circuit court was held on August 26, 2004 and HFFA is waiting for a written order of judgement from Judge Chang.

HFFA Honors Those Who Serve

The HFFA proudly recognizes the sacrifices of our brothers and sisters in the fire service who serve our country participating in the war against terrorism. We send to them our sincere appreciation and keep them and their families in our thoughts. This list represents those HFFA members who have served and are serving in the military to defend our freedom.

David Minor	Ralen Chang	Nathan Kapule	Colby Hanley
Lincoln Ishii	Kaulana Kino	Randall Kishimoto	Howard Souza
Garrett Nishihara	Kahai Logan	Scott Oshiro	Douglas Cernal
Clyde Pelekai	Bryan Soares	Rodney Shapiro	Aukake Bongolan
Edgar Abella	Michael Carter	Edward Lee, Jr.	Sean Simon
Alan Ah Heong	Paul D. Fukuda	Charles Griep	Leo Domingo
Michael Kamau	Keith Ito	Geoffrey Tavares	Mark Mangabin
James Lowe	Ricky Mamiya	Ray Vegas, Jr.	Brian Doo
Todd Vincent	Thomas Asada	Anthony Silva	Erik Iwanaga
Jonathan Wong	William Harris	James Balgas	Aleksander Naluai
Kevin Baker	Paul Stankiewicz	James McGuire	
Luke Sakanashi	Darrin Moon	Guy DeSilva	
Charles Berger	Kenneth Thompson	Scott Pires	

Should you know of any other HFFA member activated to serve, please call the union office at 949-1566.

HFFA Board Approves Royal to Administer Insurance Benefits

The Board of Directors has approved The Royal Insurance Agency, Inc. (Royal) to provide various insurance products to HFFA members and their families.

Royal was established in 1971 and for over 30 years has provided various benefits to Hawaii's public employee union members. With an extensive menu of products, Royal remains client focused basing their operations on what the client needs. Royal is a full-service agency with products that covers life, disability, accident, auto, homeowners and business insurance most of the plans are designed for simplified enrollment and convenient payroll deductions. Royal also has branches on Kauai, Maui and Hawaii enabling them to help its customers with a personal touch. Besides labor unions, Royal's clients include Credit Unions and over 1,100 small employer groups.

Royal is committed to providing its clients with protection against the risk of catastrophic events, and softening the impact of these events on families. They are committed to making insurance coverage, with all its complexity and choices, understandable to clients so that they can make informed decisions about which coverage is necessary.

To that end, Royal offers several services to help members understand each aspect of their insurance portfolio and how it fits into their overall financial plan. By taking advantage of these services, clients are better equipped to decide whether or not they are adequately insured, over-insured, or whether they may need additional protection.

As we mentioned, the insurance Premiums can be payroll deducted or paid through automatic bank drafts. The enrollment/application process is simple and easy to understand. Over time, Royal will introduce its comprehensive menu of products. During this introductory period, the following insurance plans are being highlighted:

Specialty Group Term Life (SGTL)

Protect your family's financial security with \$50,000 of term life insurance at group rates for the actively at work HFFA member. There are no health questions during the HFFA initial enrollment or within 30 days of date of hire.

Monthly premium payments will be done via payroll deduction.

Royal 21 Youth Protector

This plan provides children a \$25,000 life insurance benefit to age 21 with just one premium payment. At age

Premium Rates

SGTL	Monthly Premium Rates	
Age	Female	Male
18-30	\$ 4.16	\$ 4.16
31-35	4.16	4.16
36-40	4.16	4.16
41-45	5.31	6.31
46-50	10.21	13.96
51-55	15.66	
56-60	23.66	
61-65	37.66	
66-70	56.66	
71-75	90.66	

21 this plan may convert to a whole life policy with guaranteed premium and a guaranteed increasing cash value. This plan guarantees the child's future insurability and can be purchased by parents and grandparents.

6-Month Premium	DTRIC	Island Insurance	First Insurance	AIG Hawaii
	\$475	\$624	\$603	\$581
Yearly Savings with DTRIC		\$298	\$256	\$212

DTRIC Automobile Insurance

DTRIC automobile insurance offers a special HFFA group auto insurance program and money-savings discounts for safe-driving, multiple cars, and continuous coverage. You also receive FREE emergency roadside service with the full physical damage coverage. Payroll deduction of premium payments – no fees, with easy and affordable monthly payments Fast claims processing Save 35% off your homeowners insurance when DTRIC insures your car and home

Because of the Firefighters unique situation, DTRIC will classify the firefighter's vehicle as a "pleasure use" only which provides for a discount. All other vehicles on the policy will be rated accordingly.

Other plans and services that are available to HFFA members are:

- Homeowners
- Motorcycle
- Life Insurance
- Disability Insurance
- Long Term Care Insurance
- Personal Umbrella
- Cancer & Supplemental Health Insurance
- Fixed & Variable Annuities
- Mutual Funds
- IRAs, Roth IRAs
- Financial Planning
- Retirement Planning
- Educational Savings

In the near future, HFFA member will be mailed an insurance benefit packet with a full explanation of the programs and plans being offered. Members are also invited to call for an appointment to perform a "Royal Review" which is a review of member's current policies and comprehensive assessment of their insurance portfolio.

Royal is a local company and as such has a call center in Honolulu and walk in service on all major islands. They have a web site located at www.royalstate.com.

TRIA - Oahu
819 South Beretania Street
Honolulu, Hawaii 96813
Phone #: 539-1600 or Toll Free: 1-800-890-9022

TRIA - Hawaii
120 Pauahi Street, #205
Hilo, Hawaii 96720
Phone #: 935-2766 or Toll Free: 1-800-774-4998

TRIA - Maui, Molokai, Lanai
2145 Kaohu Street, #205
Wailuku, Hawaii 96793
Phone #: 244-7245 or Toll Free: 1-800-774-7668

TRIA - Kauai
4370 Kukui Grove Street, #105
Lihue, Hawaii 96766
Phone #: 245-4571 or Toll Free: 1-888-774-6996

Late Child MDA Activist Praises Fire Fighters

Mattie J. T. Stepanek, the 13-year old best-selling author and muscular dystrophy activist, sent a letter to the International Association of Fire Fighters (IAFF) thanking the union for its "amazing" 50-year effort to eradicate the neuromuscular disease. The letter appeared in the International Fire Fighter publication shortly before Stepanek passed away from complications associated with muscular dystrophy.

Citing the heroic actions of fire fighters during the 9/11 tragedy and their unrelenting campaign against muscular dystrophy, Stepanek wrote, "When I think of fire fighters, I think of wonderful men and women who do not only do amazing things in their everyday jobs, but who also take their free time to care for and give to others..."

"When I think of fire fighters, I think of people who are generous, unselfish and strong."

As IAFF President Harold A. Schaitberger noted recently, the Muscular Dystrophy Association is the union's "charity of choice." Since 1954, the IAFF has raised more than \$200 million for the charity, which is commonly known as "Jerry's Kids."

Kauai Division Members Come Out in Force to Support 15th Annual Hospice 'Concert in the Sky'

A big mahalo to the more than 90 HFFA Kauai Division members who volunteered their time and energy to help with the 15th Annual Kauai Hospice July 4th "Concert in the Sky" held at Vidinha Stadium. HFFA Kauai members assisted the Kauai Hospice staff with the set up and break down of the festival grounds, not to mention providing support services during the concert.



An estimated crowd of more than 10,000 island residents and visitors packed Vidinha Stadium enjoying keiki and family activities, great entertainment and epicurean delights from Kauai restaurants. The day's activities culminated with Kauai's most spectacular aerial fireworks show. All proceeds from the event are used to provide services to patients and families in the hospice.

"HFFA Kauai Division members have assisted with this event for several years and each year the number of volunteers increases," said Steven Doi, HFFA Kauai Division Recorder. "We are thankful to all of the HFFA members who gave of their time and energies to this community event. This was a huge success for Kauai Hospice and for the community."

Log On to the HFFA Website

Want to find out the latest about what is happening with the Hawaii Fire Fighters Association (HFFA)? For the most up-to-date information available exclusively to Local 1463 members, log on to HFFA's website at www.hawaiiirefighters.org.

Once in, click on the "members only" section. You will be prompted with a user name and password – with the user name being your first name, underscore and last name (no spaces). Your member's password is your IAFF (International Association of Fire Fighters) number.

For your convenience Personal Exposure Reports can be completed and submitted on line at <http://www.peronline.org>. Please note the Honolulu Fire Department will no longer be accepting PERS on line through the HFD intranet system. Please direct all of your PERS to the website listed above.

Hawaiian Islanders Football Team Host HFFA members

For the second year in a row, the Hawaiian Islanders Football Team proudly hosted members from the Hawaii Fire Fighters Association (HFFA) on July 17, 2004 at the Neil Blaisdell Arena. Fire Fighters Appreciation Night recognized the dedication of HFFA members in their service to the community and as a way to say thank you for all that fire fighters do.

The Hawaiian Islander Football team was challenged by the Louisville Fire Arena Foot team and this year's match up went down to the last seconds. The outstanding offensive game led by quarterback Shawn Withy-Allen – along with the strong defensive team efforts – held off the last second challenge by Louisville. The victory was sweet as the Hawaiian Islanders pulled off the win by a score of 62-59.

Thank you again to the Hawaiian Islanders Arena Football organization and other sponsors for underwriting the cost of tickets for HFFA members and their families for Fire Fighters Appreciation Night.



**Hawaii Fire Fighters Association
IAFF Local 1463, AFL-CIO**

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