



Professional Fire Fighters of Massachusetts
IAFF AFL-CIO
40th Biennial Convention
June 10-13 2013



REPORT OF THE PRESIDENT

Brothers and Sisters,

Let me first say thank you for the honor of serving as your president of this great organization. As I reflect on the past two years, we have had major changes to the Executive Board, and a new team has bonded to lead our 12,000 firefighters throughout the Commonwealth. With the retirement of longtime executive board members Tony Gomes and Jimmy Cuticchia, we are losing a wealth of experience, but I am sure gaining great new leaders filling their shoes. Since our last convention, we've also lost executive board members John Brown, Dave Coleman, and Bill MacDonald. These five men have helped to shape our union and we are the better for it.

"Our Union, One Mission," is the theme of this year's convention and now more than ever it is crucial for us to be united as we fight for our future. Political power is the lifeblood of our organization. Our ability to strive toward the safest working environment possible, the right to collectively bargain, access to quality healthcare and securing a dignified retirement all depend on our ability to unite and elect those who will stand up and support us. No one has worked harder than our COPE Director Mike Papagni. Through his and the COPE Committee's efforts, the PFFM was successful in 55 of the 64 races where we endorsed candidates. Arguably the most important victory was the U.S. Senate election, where the PFFM played a key role in electing our friend Elizabeth Warren, protecting the Democratic majority in the Senate. Thank you to all of our members who worked hard to maintain the PFFM's status as one of the most powerful unions in the state.

Our Legislative team has had a very busy term the past two years dealing with ongoing committees studying municipal health insurance, retiree healthcare and disability pensions. Since the market crash of 2008 we have been fighting to maintain our hard fought benefits. Our brothers and sisters throughout the country have been knocked back decades with losses in pensions and collective bargaining. Our team has been successful beating back those attacks here in Massachusetts. As the economy slowly recovers, we look forward to advancing our agenda.



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At this year's convention we chart the course for the PFFM for the next two years. The most significant investment we bring to our members is a total of 50 cents into a public relations account. This is an important step toward having the resources to educate the public on issues such as the 56-hour work week, which was proposed in Gloucester, and the defined contribution plan, which was successfully beat back in Nahant. We must adapt and grow to meet the challenges of the future.

As always, the Professional Fire Fighters of Massachusetts have carried the proud traditions of service and sacrifice passed down for generations. In December 2011, brother's Jon Davies and Jim Rice made the ultimate sacrifice heroically battling building fires in Worcester and Peabody. And this past April, when cowardly terrorists attacked the Boston Marathon, Boston firefighters as well as many off duty PFFM members rose to the challenge saving many lives. We will never forget those we have lost and we will remain vigilant and ready to answer the next bell!

Be safe, and thank you for allowing me to serve as your President!

Fraternally,

Edward A. Kelly

Edward A. Kelly
President
Professional Fire Fighters of Massachusetts



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REPORT OF THE SECRETARY-TREASURER

Brothers & Sisters:

Welcome to this, your 40th Biennial Convention. As I am sure you have noticed, we have invested greatly in upgrading technology and worked to enhance your Convention experience.

These improvements do come at a cost. In an effort to keep the delegate credential fee at a manageable level, we have sought out major corporate sponsorships to defray these additional expenses. It is our intent to ensure that each of our Locals can afford to attend the Convention.

I am proud to report that your PFFM is on excellent financial ground.

Immediately after I was sworn in as your Secretary-Treasurer in 2011, and in accordance with the Constitution and By-Laws, we conducted an exhaustive audit of all records, finances, accounting and record keeping practices.

This process took almost nine months.

When it was finished we had completely redesigned the financial record keeping and billing process from the ground up. We moved to e-mail invoicing to eliminate waste, reduce our printing and mailing expenses, and offer a more green approach for the future.

During this time, the number one request I received from Locals was for online Per Capita and PAC payment capability. After much research, we located a service that would permit Locals to use their checking account and bank routing number to make online payments. This permitted locals that were restricted by their own Constitution and By-Laws requiring two (2) signatures on all checks, to simply void the signed check, and save money on their own mailing expenses.

In April 2012, we moved into our new PFFM Headquarters located at 2 Center Plaza.

In the heart of the capitol city of the Commonwealth, and in the shadow of the Massachusetts State House, our new headquarters offers visitors a more appropriate first impression of this great organization.



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REPORT OF THE SECRETARY-TREASURER

Our Headquarters was outfitted with the very latest in fiber optic voice and data technology. It also boasts our own server, capable of supporting the storage of all of our non-financial related records. Through remote access, each of our Local Presidents can access our server either by computer or smart phone, to update and view all of their members personal information. Bill Cabral, our Information Officer has been instrumental in coordinating this effort. His vision is to continue to improve and eventually make all of the CBA's and pay data comparison data available remotely for all of the Local Presidents.

Had we choose to stay at our Bowdoin Street Office space, the monies needed just for the renovation of the space, was approximately \$350,000.00.

We moved into 2 Center Plaza, fully furnished with all new office furniture, equipped with all new computers, state of the art voice and data hardware technology, for \$280,000.00, of which \$141,000.00 represents capitol assets; for a total savings of over \$209,000.00.

The entire Center Plaza project was conducted and completed using cash on hand, and did not require a mortgage, which has left us with zero liability.

During the last year many of our Locals fell on hard times. Municipal leaders choose to take every case to arbitration nearly bankrupting some of our Locals through exorbitant legal fees. This also put many of them in the rear on Per Capita payments.

At one time this past year, Locals owed a combined \$170,000.00 in back Per Capita.

As assets were low following the construction project, and income was reduced because of delinquent payments, a decision needed to be made by your Executive Board on how to proceed.

A unanimous decision was made not to threaten the struggling Locals with expulsion from the organization, but rather offer a solution. Embracing our core value to help those in need, your Executive Board voted to dip into the 17% reserve fund and permit the Locals additional time to pay off their back Per Capita dues.



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Within the last several months we have continued to collect back payments owed. We have restored our savings assets and our reserve account has grown well above the 17% requirement.

After review of our restricted assets accounts and the Constitution and By-Laws, two areas of significant concern were found. They included the rising costs associated with hosting the Monthly State Meeting and our underfunded Public Relations Fund. Resolutions have been submitted to address these issues. They call for the consolidation of several assets; more appropriate distribution of future Per Capita income, and a modest increase in the Per Capita Tax.

In closing, I am proud to report that our proposed budget, and conservative business plan for FY14 and FY15, will not require a Per Capita Tax increase for general office operations.

It has been my sincere honor to serve as your Secretary-Treasurer for the last two years, and I look forward to the challenges ahead.

In Solidarity,

Jay Colbert

Jay Colbert
Secretary-Treasurer
Professional Fire Fighters of Massachusetts



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**CHECKING/SAVINGS/SPECIAL ACCOUNTS &
CAPITAL ASSETS**

06/04/13

Professional Fire Fighters of Massachusetts
Checking/Savings/Special Accounts & Capital Assets
As of April 30, 2013

	Apr 30, 13
ASSETS	
Current Assets	
Checking/Savings	
BFFCU PFFM GENERAL FUND4...	11,138.72
PFFM PETTY CASH	3,000.00
TOTAL RESTRICTED ASSETS	
RESTRICTED ASSETS	
PFFM Special Events (BFFCU 12)	98,105.75
PFFM Honor Guard (BFFCU 11)	13,897.45
PFFM Mutual Aid (BFFCU 10)	12,814.17
PFFM Public Relation (BFFCU 09)	1,258.37
PFFM Legal Defense (BFFCU 08)	40,893.18
PFFM Office SPACE (BFFCU 07)	25,568.80
PFFM Office EQUIP (BFFCU 06)	4,726.75
PFFM COPE Acct. (BFFCU 05)	64,810.87
Total RESTRICTED ASSETS	262,075.34
RESERVE FUND (MIN. 17%)	
BFFCU Money Market (30)	221,646.75
BFFCU Savings Account - 99747	277.47
Total RESERVE FUND (MIN. 17%)	221,924.22
Total TOTAL RESTRICTED ASSETS	483,999.56
Total Checking/Savings	498,138.28
Total Current Assets	498,138.28
Fixed Assets	
EQUIPMENT (INDIVIDUAL USE)	
Computer Equipment	2,110.51
Total EQUIPMENT (INDIVIDUAL USE)	2,110.51
2 CENTER PLAZA CAPITAL ASSETS	
Appliances	1,246.32
Office Decor	
Statuary / metalwork	
MA Fallen FF Statue	9,870.00
Interior Signage	
Entry	5,875.00
Total Interior Signage	5,875.00
Total Statuary / metalwork	15,745.00
Framed Work	7,149.13
Office Decor - Other	417.00
Total Office Decor	23,311.13
Computer Network Software	
Software License	1,080.92



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**CHECKING/SAVINGS/SPECIAL ACCOUNTS &
CAPITAL ASSETS**

06/04/13 Professional Fire Fighters of Massachusetts
Checking/Savings/Special Accounts & Capital Assets
As of April 30, 2013

	Apr 30, 13
Computer Network Software - Other	10,270.30
Total Computer Network Software	11,351.22
Computer Software Package	2,531.88
Audio/Video Equipment	9,486.05
Computer Network Hardware	7,090.64
Telephone Hardware	18,030.75
Office Furniture	53,527.35
Computer Hardware	13,605.89
Total 2 CENTER PLAZA CAPITAL ASS...	140,181.23
Total Fixed Assets	142,291.74
TOTAL ASSETS	640,430.02
LIABILITIES & EQUITY	0.00



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INCOME & EXPENSE REPORT

06/03/13

Professional Fire Fighters of Massachusetts
Income & Expense Report
July 2012 through April 2013

	Jul '12 - Apr 13
Ordinary Income/Expense	
Income	
Bank Deposit Error	1,571.00
Overpayment Refund	
Liability Insurance	436.00
Workers Comp. Insurance	670.00
Overpayment Refund - Other	993.57
Total Overpayment Refund	2,099.57
American Equity Experience Pool	216.38
Golf Tourn. Transfer In	25,000.00
Scholarship Transfer in	9,000.00
OFFICE SPACE	
EXPENSES PAID/SHARED BY OTHERS	
Web Site	3.15
Rent	770.40
Voice/Data	189.00
Network Monitoring & B/U	271.52
Fax Services	0.72
Cable/ SAT TV	49.65
Gas & Electric	83.25
EXPENSES PAID/SHARED BY OTHERS - Other	405.11
Total EXPENSES PAID/SHARED BY OTHERS	1,772.80
Total OFFICE SPACE	1,772.80
PFFM. BIENNIAL CONVENTION	
Special Events	
President's Reception	
Ticket Sales	240.00
Total President's Reception	240.00
Total Special Events	240.00
Credentials	97,475.00
Sponsor	
4th Alarm Sponsor	5,000.00
Box Alarm Sponsor	1,500.00
Full Page Ad	
IAFF 50% Discount Rate	1,500.00
Total Full Page Ad	1,500.00
1/2 Page Ad	
IAFF 50% Discount Rate	250.00
Total 1/2 Page Ad	250.00
1/4 Page ad	
IAFF 50% Discount Rate	375.00
Total 1/4 Page ad	375.00
Total Sponsor	8,625.00
Total PFFM. BIENNIAL CONVENTION	106,340.00
DUES, FEES & ASSESSMENTS	
Initiation Fee	50.00
Per Capita Dues	1,227,921.23
Total DUES, FEES & ASSESSMENTS	1,227,971.23
Reimbursed Expenses	5,930.00
Bank Credit	1.50



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INCOME & EXPENSE REPORT

06/03/13

Professional Fire Fighters of Massachusetts
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July 2012 through April 2013

	Jul '12 - Apr 13
PFFM. EDUCATIONAL SEMINAR	
Reimbursement	
IAFF Subsidy	20,740.00
Reimbursement - Other	3,176.88
Total Reimbursement	23,916.88
Registration	1,743.33
Sponsor	3,000.00
PFFM. EDUCATIONAL SEMINAR - Other	1,500.00
Total PFFM. EDUCATIONAL SEMINAR	30,160.21
Interest Earned	1,411.91
PFFM. LEGISLATIVE CONVENTION	
Credentials	86.67
Total PFFM. LEGISLATIVE CONVENTION	86.67
LEGISLATORS NIGHT	
Ticket Sales	6,625.00
Total LEGISLATORS NIGHT	6,625.00
Luncheon Assmt	41,238.30
SALE OF PFFM Merchandise	
Personal/Business Check Sales	2,957.00
Cash Sales	8,555.01
Credit Card Sales	10,457.08
T-Shirts	6.00
Stickers	483.00
SALE OF PFFM Merchandise - Other	136.44
Total SALE OF PFFM Merchandise	22,594.53
Total Income	1,482,019.10
Gross Profit	1,482,019.10
Expense	
NEW LEGISLATORS NIGHT	
Tolls	10.20
Parking	39.00
Mileage	139.30
Photos/Photographer	200.00
Hall Rental	3,757.21
Design/Graphic Design	300.00
Total NEW LEGISLATORS NIGHT	4,445.71
IPN Fees	209.97
Cost of Items Sold	
Shipping/Receiving	962.52
Black Fleece Pullover	
M	195.00
L	195.00
XL	390.00
XXL	420.00
Total Black Fleece Pullover	1,200.00
PFFM Scarves	979.50
Online Store	
Payment Gateway	280.36
Online Store - Other	206.78
Total Online Store	487.14
Terry 1/4 Zip Shirts	



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	Jul '12 - Apr 13
XXXXL	450.00
XXL	1,260.00
XL	1,260.00
L	1,260.00
Total Terry 1/4 Zip Shirts	4,230.00
PFFM Heather 12oz Hoodie	
XXXXL	215.00
XXL	720.00
XL	259.00
L	555.00
Total PFFM Heather 12oz Hoodie	1,749.00
PFFM 1/4 Zip Pull Over	
M	240.00
XXXXL	450.00
XXL	843.00
XL	864.00
L	630.00
Total PFFM 1/4 Zip Pull Over	3,027.00
PFFM Henley LS	
XXXXL	920.00
XXL	1,462.00
XL	1,840.00
L	1,600.00
Total PFFM Henley LS	5,822.00
PFFM Long Sleeve Shirt	
XXXXL	119.00
XXL	662.50
XL	210.00
L	182.00
Total PFFM Long Sleeve Shirt	1,173.50
PFFM T-Shirt	
XXXXL	330.00
XXL	522.50
XL	820.00
Total PFFM T-Shirt	1,672.50
PFFM Windshirts	
XXXXL	1,080.00
L	480.00
XXL	2,040.00
XL	2,600.00
Total PFFM Windshirts	6,200.00
PFFM Polo Shirts	
XXXXL	770.00
XXL	666.00
XL	1,160.00
L	960.00
PFFM Polo Shirts - Other	7,506.41
Total PFFM Polo Shirts	11,062.41
IAFF Stickers	4,900.00
Cost of Items Sold - Other	3.00
Total Cost of Items Sold	43,468.57
ACCOUNT CLOSEOUT	0.00

Prepared by Bob Kilduff, Jr. - PFFM Operations

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INCOME & EXPENSE REPORT

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July 2012 through April 2013

	Jul '12 - Apr 13
DAMAGED CHECK	0.00
AUDIT	920.86
PFFM. SPECIAL EVENTS	
Reimbursable Expenses	
Health & Welfare Trust	19,066.45
Total Reimbursable Expenses	19,066.45
Total PFFM. SPECIAL EVENTS	19,066.45
MEETINGS (OTHER)	
Meet & Greet	912.00
District Meeting	
Caucus	
Mileage	21.09
Subtime	588.00
Caucus - Other	447.38
Total Caucus	1,056.47
Total District Meeting	1,056.47
Total MEETINGS (OTHER)	1,968.47
WEB SITE	
Monthly Access	499.50
Total WEB SITE	499.50
CONVENTIONS & SEMINARS	
ALTS	500.00
Event/Meeting Ticket	180.00
Credentials	2,900.00
Subtime	
ALTS	1,635.36
NCPERS	864.00
IAFF Convention	1,728.00
Total Subtime	4,227.36
Per Diem	
IAFF Fallen FF Memorial	800.00
IAFF Convention	1,800.00
MACRS	300.00
Grompers Murray & Meany Ed Inst	300.00
NCPERS	900.00
State & Provincials	200.00
IAFF Leg. Convention	400.00
ALTS	800.00
AFL CIO Convention	500.00
NE Conference of FF	525.00
Total Per Diem	6,525.00
Transportation	
IAFF Fallen FF Memorial	338.37
IAFF Convention	293.60
Total Transportation	631.97
Parking	
IAFF Fallen FF Memorial	24.93
IAFF Convention	175.00
Total Parking	199.93
Meals	
IAFF Convention	247.97



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Professional Fire Fighters of Massachusetts
Income & Expense Report
July 2012 through April 2013

	Jul '12 - Apr 13
Total Meals	247.97
Lodging	
IAFF Fallen FF Memorial	2,370.43
IAFF Convention	5,221.48
NE Conference of FF	319.83
NCPRS	633.15
Total Lodging	8,544.89
Mileage	
NE Conference of FF	88.80
Total Mileage	88.80
Total CONVENTIONS & SEMINARS	24,045.92
PROFESSIONAL SERVICES	
Public Relations	
Photographer	200.00
Total Public Relations	200.00
Consultant	4,874.59
Accounting	1,436.00
Legal Fees Paid	5,596.00
Total PROFESSIONAL SERVICES	12,106.59
Insurance	
Life Insurance	3,132.00
Total Insurance	3,132.00
Contributions	
Retirement Board	
Reimbursed Expenses	591.96
Total Retirement Board	591.96
Total Contributions	591.96
Bank Service Charges	47.22
COMMITTEE EXPENSE	
Staffing Committee	
Meals	82.44
Total Staffing Committee	82.44
MA 9-11 COMMISSION	
Per Diem	675.00
Mileage	304.80
Total MA 9-11 COMMISSION	979.80
HAZ MAT ADVISORY BOARD	
Per Diem	75.00
Subtime	350.00
Mileage	360.12
Total HAZ MAT ADVISORY BOARD	785.12
INFORMATION	
Parking	20.00
Mileage	54.39
Total INFORMATION	74.39
CISM / MAP	
Telephone	1,284.47



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	Jul '12 - Apr 13
Total CISM / MAP	1,284.47
JLMC	
Tolls	10.50
Parking	252.00
Mileage	86.94
Subtime	3,401.80
Total JLMC	3,751.24
EMS	
Printing	91.00
Parking	97.00
Mileage	1,905.00
Total EMS	2,093.00
REIMBURSABLE EXPENSE	
Health & Welfare Trust	
Shipping/Receiving	34.00
Printing	759.50
Parking	8.00
Mileage	257.86
Health & Welfare Trust - Other	566.50
Total Health & Welfare Trust	1,625.86
COPE	
Shipping/Receiving	111.00
Supplies	0.00
lodging	983.75
Meals	1,495.67
Sales Tax	503.81
Press Conference Materials	6,956.40
Political Ads	
Graphic Design	806.25
Digital Media	8,448.00
Print Media	6,901.00
Total Political Ads	16,155.25
Member Database Upgrade	20,295.00
Postage	16,592.06
Subtime	
Monthly State Meeting	616.80
Subtime - Other	9,831.54
Total Subtime	10,448.34
Mileage	
Special Meeting/Caucus	65.45
Monthly State Meeting	187.55
Tolls	40.15
Mileage - Other	1,928.60
Total Mileage	2,221.75
Transportation	125.00
Per Diem	75.00
Parking	824.00
Telephone	538.43
COPE - Other	-1,621.10
Total COPE	75,704.36
Total REIMBURSABLE EXPENSE	77,330.22
CONSTITUTIONAL	



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	Jul '12 - Apr 13
EMS Regional Coordinator	4,000.00
Pension Information	750.00
MA Fire Service Comm.	750.00
MA HazMat Mitigation Advisory	1,500.00
MA Fire Training Council	750.00
JLMC	11,000.00
Total CONSTITUTIONAL	18,750.00
Total COMMITTEE EXPENSE	105,130.68
DUES, FEES & ASSESSMENT	
BJ's Club Membership	50.00
Credit Card	
Service Charge	450.00
Total Credit Card	450.00
Lobbyist	
Online Service Fee	84.00
Lobbyist - Other	17,750.00
Total Lobbyist	17,834.00
One Hundred Club	5,500.00
Dues	
Working Massachusetts	10,000.00
FSPPFF	1,175.00
The Labor Guild	535.00
GBLC	25.00
Mass COSH	785.00
NCPERS	675.00
NFPA	300.00
Total Dues	13,495.00
Total DUES, FEES & ASSESSMENT	37,329.00
EDUCATIONAL SEMINAR	
Gifts/Gratuities	300.00
Meals	86.69
Mileage	226.25
Printing	1,990.80
Supplies	1,547.83
Total EDUCATIONAL SEMINAR	4,151.57
EXECUTIVE BOARD	
Wireless Data Plan	290.00
Electronics	27.21
Mileage	
LODD	28.86
Mileage - Other	6,858.48
Total Mileage	6,887.34
Meals	
LODD	78.19
Meals - Other	24,069.74
Total Meals	24,147.93
Parking	
December	698.00
November	712.00
October	486.00
September	678.00
August	234.00



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	Jul '12 - Apr 13
July	623.00
June	685.00
May	547.00
April	727.00
March	693.00
February	820.00
January	1,237.00
Total Parking	8,140.00
Tolls	
LODD	8.75
Tolls - Other	71.20
Total Tolls	79.95
Transportation	
LODD	226.27
Transportation - Other	19,504.47
Total Transportation	19,730.74
Lodging	
LODD	5,743.24
Lodging - Other	13,217.41
Total Lodging	18,960.65
Telephone	
February	1,178.78
December	1,344.77
January	1,176.40
November	1,283.76
October	1,006.25
September	1,118.22
August	1,888.33
March	1,080.69
July	1,005.99
June	1,104.83
May	761.78
April	900.93
Total Telephone	13,850.73
Printing	312.17
Postage	67.97
Supplies	142.99
Clothing	4,500.00
Per Diem	1,500.00
Subtime	
LODD	864.00
Paid Detal	41,876.86
Subtime - Other	36,919.07
Total Subtime	79,659.93
Total EXECUTIVE BOARD	178,297.61
LEGISLATORS' NIGHT	
Photos/Photographer	400.00
Mileage	142.08
Catering	
Additional Expenses	262.50
Gratuity	840.00
admin Fee	240.00
Food	6,000.00



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	Jul '12 - Apr 13
Total Catering	7,342.50
Printing	149.75
Total LEGISLATORS' NIGHT	8,034.33
PFFM LEGISLATIVE CONVENTION	
Meals	24.93
Mileage	183.33
Per Diem	100.00
Total PFFM LEGISLATIVE CONVENTION	308.26
MONTHLY STATE MEETING	
Special Election	
Ballot Machine Operator	250.00
Ballot Printing	625.00
Total Special Election	875.00
PFFM Merchandise	875.00
Printing	125.00
Per Diem	
February	100.00
Total Per Diem	100.00
Equipment Rental	
Rental Van	1,285.50
Total Equipment Rental	1,285.50
Luncheon Expense	33,081.30
Photos/Photographer	1,325.00
Subtime	725.00
meals	415.81
Lodging	
October	3,626.50
Total Lodging	3,626.50
Mileage	
March	203.97
February	504.79
January	492.24
November	143.54
October	973.48
May	90.74
September	532.77
April	20.42
Total Mileage	2,961.95
Tolls	8.40
Sgt At Arms	1,200.00
Total MONTHLY STATE MEETING	46,604.46
OFFICE	
Storage Unit	578.68
Periodicals	747.47
Design/Graphic Design	206.25
Computer Network	
Off-Site Data Storage	1,250.00
Managed Network	9,950.00
Total Computer Network	11,200.00
Fax Service	90.00
OFFICE RENOVATION(Center Plaza)	



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INCOME & EXPENSE REPORT

06/03/13

Professional Fire Fighters of Massachusetts
Income & Expense Report
July 2012 through April 2013

	Jul '12 - Apr 13
Legal Settlement CCI	
Settlement	30,000.00
Legal Fees	7,170.00
Total Legal Settlement CCI	37,170.00
Installation	275.00
Building Materials	4,530.00
Office Furniture	
Delivery/Set Up	41.44
Total Office Furniture	41.44
Infrastructure	
Audio/Video	84.47
Phone System	42.00
Total Infrastructure	126.47
Construction	
Painting	600.00
Total Construction	600.00
Total OFFICE RENOVATION(Center Plaza)	42,742.91
Intern	7,635.00
STAFF	
Wireless Data Plan	1,050.00
Employee Health Insurance	-1,315.22
Printing	121.00
Parking	6,367.00
Telephone	
December	190.50
November	133.54
October	136.71
August	138.66
July	136.47
June	131.34
May	204.19
April	135.68
March	263.30
February	702.37
January	354.84
September	136.47
Telephone - Other	60.86
Total Telephone	2,724.93
Total STAFF	8,947.71
Snacks & Beverages	1,580.28
Equipment Maintenance & Repairs	576.66
Utilities	
Cable/Sat TV	829.92
Electric	3,513.38
Telephone	4,718.07
Total Utilities	9,061.37
Educational Material	3,016.00
Fire Insurance	884.00
Office Equipment	478.06
Postage	5,650.69
Printing	4,252.12
Rent	104,166.70
Supplies	5,925.48



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INCOME & EXPENSE REPORT

06/03/13

Professional Fire Fighters of Massachusetts
Income & Expense Report
July 2012 through April 2013

	Jul '12 - Apr 13
Total OFFICE	207,739.38
ORGANIZATIONAL	
Gratuities	154.37
Social Media	115.99
Trademark	250.00
Obituary/In Memoriam	60.00
Printing	
Constitution & ByLaws Books	2,360.31
Printing - Other	54.25
Total Printing	2,414.56
Scholarships	
U Mass Labor Studies	1,000.00
Jennings scholarship	4,500.00
Total Scholarships	5,500.00
Sales Tax Paid	433.06
Resident Vehicle	
Maintenance/Service	58.85
Misc. Auto Expense	993.78
Auto Insurance	4,145.50
Auto Lease	7,976.16
Resident Vehicle - Other	685.05
Total Resident Vehicle	13,859.34
COMPUTERS	
Supplies	63.73
Total COMPUTERS	63.73
Special Event	
Photos/Photographer	200.00
Video/AV	300.00
Administrative Fees	199.02
Gratuities	930.00
Catering	4,975.50
Printing	300.00
Total Special Event	6,904.52
Shipping/Receiving	64.25
Reimbursement	312.00
Bank Charges	
Bank Reversal	194.50
Checking Materials	456.60
Deposit Correction	1,571.00
Total Bank Charges	2,222.10
Christmas Expense	
Gratuities	1,500.00
Flowers	3,456.66
Holiday cards	
Design/ Graphic Design	300.00
Printing	2,073.06
Total Holiday cards	2,373.06
Christmas Expense - Other	2,626.00
Total Christmas Expense	9,955.72
DONATIONS	
Table	1,100.00
Hole Sponsorship (Golf Tourn.)	1,875.00



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INCOME & EXPENSE REPORT

06/03/13

Professional Fire Fighters of Massachusetts
Income & Expense Report
July 2012 through April 2013

	Jul '12 - Apr 13
Ad Book Page	
Graphic Design/Layout	375.00
Ad Book Page - Other	2,505.00
Total Ad Book Page	2,880.00
DONATIONS - Other	9,550.00
Total DONATIONS	15,405.00
Flowers & Fruits	
Donation in the memory of	100.00
Flowers & Fruits - Other	1,682.02
Total Flowers & Fruits	1,782.02
Gifts	2,654.19
InstaTrac	4,158.00
Taxes	442.43
Workers Comp Ins	1,663.90
Testimonials	221.20
Total ORGANIZATIONAL	68,636.38
PAYROLL	
Outstanding Qrtly Tax Liability	2,543.81
Processing	2,560.38
Comp MA Work Train	116.06
Comp FICA	40,440.95
Comp FUTA	681.30
Comp FWA	38,728.60
Comp MCARE	10,596.01
Comp SUI	3,965.54
Comp SWH	17,485.97
Salary	
Salary	314,127.58
Total Salary	314,127.58
Total PAYROLL	431,246.20
PFFM BIENNIAL CONVENTION	
President's Reception	
Audio/Video	
Video Production	4,500.00
Total Audio/Video	4,500.00
Total President's Reception	4,500.00
Online Registration System	3,639.95
Design/Graphic Design	300.00
Audio/Video	
Video Production	2,450.00
Total Audio/Video	2,450.00
Printing	1,114.13
Total PFFM BIENNIAL CONVENTION	12,004.08
Total Expense	1,209,985.17
Net Ordinary Income	272,033.93
Net Income	272,033.93



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PAC FUND REPORT

06/03/13

PFFM Peoples' Committee #80374
Income & Expense Report
July 2012 through April 2013

	Jul '12 - Apr 13
Income	
Deposit	
Returned Donation	500.00
Total Deposit	500.00
Interest Earned	65.01
NEW ACCT TRANSFER	9,520.72
PAC Payment	47,552.00
Total Income	57,637.73
Gross Profit	57,637.73
Expense	
ACCOUNT CLOSEOUT	0.00
DAMAGED CHECK	0.00
DONATION	36,150.00
IPN Bank Reversal	48.00
IPN Fees	128.00
OFFICE	
Computer	
Network monitoring/Bac...	407.28
Total Computer	407.28
Fax Service	1.08
Rent	1,155.60
Utilities	
Cable/ SAT TV	83.85
Gas & Electric	180.45
Telephone	358.20
Total Utilities	622.50
Web Site	4.95
Total OFFICE	2,191.41
Total Expense	38,517.41
Net Income	19,120.32



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HEADQUARTERS (2 CENTER PLAZA) PROJECT REPORT & CAPITAL INVESTMENTS

06/03/13

Professional Fire Fighters of Massachusetts
2 Center Plaza Project Expense & Capital Assets
All Transactions

Date	Name	Memo	Amount	Balance
2 CENTER PLAZA CAPITAL ASSETS				
Appliances				
3/29/12	Lowes of Saugus	REFRIGERATOR	591.32	591.32
4/5/12	Equity Office Properties (EO...	DISHWASHER	655.00	1,246.32
Total Appliances			1,246.32	1,246.32
Office Decor				
Statuary / metalwork				
MA Fallen FF Statue				
3/6/12	Skylight Studios Inc.	MEMORIAL DEPOSIT	5,000.00	5,000.00
6/21/12	Skylight Studios Inc.	MEMORIAL BALANCE	4,870.00	9,870.00
Total MA Fallen FF Statue			9,870.00	9,870.00
Interior Signage				
Entry				
6/29/12	Back Bay Sign		5,875.00	5,875.00
Total Entry			5,875.00	5,875.00
Total Interior Signage			5,875.00	5,875.00
Total Statuary / metalwork			15,745.00	15,745.00
Framed Work				
7/11/12	Golden Manet Press		529.13	529.13
9/14/12	Awards Unlimited	Invoice #69256	3,120.00	3,649.13
11/26/12	Awards Unlimited	Invoice 69489	2,975.00	6,624.13
1/7/13	Awards Unlimited	Invoice #12/20/12	525.00	7,149.13
5/24/13	Awards Unlimited	Invoice #70348	850.00	7,999.13
Total Framed Work			7,999.13	7,999.13
Office Decor - Other				
1/2/13	Online Stores	PFFM & USA Flags/Stands	417.00	417.00
Total Office Decor - Other			417.00	417.00
Total Office Decor			24,161.13	24,161.13
Computer Network Software				
Software License				
4/11/13	Filemaker, Inc.		1,080.92	1,080.92
Total Software License			1,080.92	1,080.92
Computer Network Software - Other				
2/21/12	Integra Network Solutions	NETWORK 2 CENTER PL...	4,889.83	4,889.83
4/6/12	Integra Network Solutions	BALANCE - NETWORK SO...	5,380.47	10,270.30
Total Computer Network Software - Other			10,270.30	10,270.30
Total Computer Network Software			11,351.22	11,351.22
Computer Software Package				
3/29/12	Apple Online	Microsoft Office for MAC (6 ...	1,695.75	1,695.75
8/14/12	Filemaker, Inc.		836.13	2,531.88
Total Computer Software Package			2,531.88	2,531.88
Audio/Video Equipment				
2/1/12	Best Buy		8,936.21	8,936.21
6/26/12	William Cabral		99.00	9,035.21
6/26/12	William Cabral		19.00	9,054.21
8/8/12	Best Buy		431.84	9,486.05
Total Audio/Video Equipment			9,486.05	9,486.05
Computer Network Hardware				



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**HEADQUARTERS (2 CENTER PLAZA) PROJECT
REPORT & CAPITAL INVESTMENTS**

06/03/13

Professional Fire Fighters of Massachusetts
2 Center Plaza Project Expense & Capital Assets
All Transactions

Date	Name	Memo	Amount	Balance
2/21/12	Integra Network Solutions	NETWORK 2 CENTER PL...	6,031.26	6,031.26
2/21/12	Integra Network Solutions	NETWORK 2 CENTER PL...	583.09	6,614.35
2/21/12	Integra Network Solutions	NETWORK 2 CENTER PL...	476.29	7,090.64
Total Computer Network Hardware			7,090.64	7,090.64
Telephone Hardware				
2/8/12	Harbor Networks	OFFICE PHONE SYSTEM 5...	10,587.75	10,587.75
3/28/12	Harbor Networks	BALANCE - HARDWARE	7,071.75	17,659.50
3/28/12	Harbor Networks	MAILBOX - ONLY LICENSE	191.25	17,850.75
5/8/12	Harbor Networks	MAILBOX ONLY LICENSE	90.00	17,940.75
8/7/12	Harbor Networks	MAILBOX ONLY LICENSE	90.00	18,030.75
Total Telephone Hardware			18,030.75	18,030.75
Office Furniture				
2/29/12	Cathy Crist Interior Architect...	CUBICLES (6) RETROFIT: ...	8,605.00	8,605.00
2/29/12	Cathy Crist Interior Architect...	PRES/SEC TREAS DESK	9,905.00	18,510.00
2/29/12	Cathy Crist Interior Architect...	CUBICLE CHAIRS (6)	3,456.00	21,966.00
3/2/12	Cathy Crist Interior Architect...	DEPOSIT/CONF TABLE	9,000.00	30,966.00
3/28/12	Cathy Crist Interior Architect...	16 CONFERENCE CHAIRS...	7,223.68	38,189.68
3/28/12	Cathy Crist Interior Architect...	CONFERENCE TABLE BAL...	7,153.00	45,342.68
5/9/12	Cathy Crist Interior Architect...	PRESIDENTIAL DESK CHA...	899.00	46,241.68
5/9/12	Cathy Crist Interior Architect...	SEC/TREAS CHAIR	499.00	46,740.68
5/9/12	Cathy Crist Interior Architect...	SOFA	2,075.00	48,815.68
5/10/12	Lowe's of Dedham	TABLE LAMP	55.38	48,871.06
7/11/12	Standard Chair of Gardner	ENTRY SEATING	776.75	49,647.81
8/28/12	Displays to Go	PORTABLE PODIUM	292.57	49,940.38
1/27/13	Bernie & Phyls	COUCH, CHAIR & TABLE	2,018.72	51,959.10
1/28/13	Mitchell Gold & Bob	OFFICE SEATING (4)	1,568.25	53,527.35
Total Office Furniture			53,527.35	53,527.35
Computer Hardware				
3/15/12	Apple Online	iMac Computer 11 @ 1139.05	13,312.65	13,312.65
4/4/13	Apple Store	Wireless Mouse (3) Wirelss ...	293.24	13,605.89
Total Computer Hardware			13,605.89	13,605.89
Total 2 CENTER PLAZA CAPITAL ASSETS			141,031.23	141,031.23
OFFICE				
OFFICE RENOVATION(Center Plaza)				
Legal Settlement CCI				
Settlement				
10/24/12	LeClair Ryan atty for Cathy ...		30,000.00	30,000.00
Total Settlement			30,000.00	30,000.00
Legal Fees				
10/15/12	DiNicola Seligson & Upton, ...	INVOICE # 12595	2,940.00	2,940.00
10/15/12	DiNicola Seligson & Upton, ...	INVOICE #12659	450.00	3,390.00
11/15/12	DiNicola Seligson & Upton, ...	INVOICE # 12750	3,780.00	7,170.00
Total Legal Fees			7,170.00	7,170.00
Total Legal Settlement CCI			37,170.00	37,170.00
Installation				
6/29/12	Back Bay Sign		1,020.00	1,020.00
8/30/12	Back Bay Sign		275.00	1,295.00
Total Installation			1,295.00	1,295.00
Printing (2 CP Address)				
6/21/12	Golden Manet Press	PFFM LETTERHEAD	450.00	450.00
6/21/12	Golden Manet Press	PFFM #10 ENVELOPES	745.00	1,195.00
6/21/12	Golden Manet Press	EXECUTIVE BD/STAFF BU...	1,225.00	2,420.00



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2 Center Plaza Project Expense & Capital Assets
All Transactions

Date	Name	Memo	Amount	Balance
	Total Printing (2 CP Address)		2,420.00	2,420.00
	Office/Trash Clean Out			
4/4/12	Michael Capelotti		250.00	250.00
4/26/12	Marvin Gonzalez		150.00	400.00
	Total Office/Trash Clean Out		400.00	400.00
	Moving Expense			
	Security Detail			
4/5/12	Equity Office Properties (EO...	3/19/12	160.00	160.00
4/5/12	Equity Office Properties (EO...	3/20/12	160.00	320.00
	Total Security Detail		320.00	320.00
	Intern			
3/30/12	Sean Curtis	3/12	80.00	80.00
3/30/12	Sean Curtis	3/13	80.00	160.00
3/30/12	Sean Curtis	3/14	80.00	240.00
3/30/12	Sean Curtis	3/15	80.00	320.00
3/30/12	Sean Curtis	3/16	80.00	400.00
3/30/12	Sean Curtis	3/19	80.00	480.00
3/30/12	Sean Curtis	3/21	80.00	560.00
3/30/12	Sean Curtis	3/22	80.00	640.00
3/30/12	Sean Curtis	3/23	80.00	720.00
4/6/12	Sean Curtis	3/27	80.00	800.00
4/6/12	Sean Curtis	3/28	80.00	880.00
4/6/12	Sean Curtis	3/29	80.00	960.00
4/6/12	Sean Curtis	3/30	80.00	1,040.00
4/6/12	Sean Curtis	4/3	80.00	1,120.00
4/6/12	Sean Curtis	4/4	80.00	1,200.00
4/6/12	Sean Curtis	4/5	80.00	1,280.00
4/6/12	Sean Curtis	4/6	80.00	1,360.00
	Total Intern		1,360.00	1,360.00
	Moving Expense - Other			
3/28/12	Cathy Crist Interior Architect...	CUBICLE MOVE & SET UP	9,895.00	9,895.00
	Total Moving Expense - Other		9,895.00	9,895.00
	Total Moving Expense		11,575.00	11,575.00
	Building Materials			
3/6/12	Falcucci Marble Refinishers	MEMORIAL DEPOSIT	5,000.00	5,000.00
3/6/12	Robert Kilduff Jr	RECEIPT ON FILE	8.13	5,008.13
3/6/12	Robert Kilduff Jr	RECEIPT ON FILE	53.66	5,061.79
6/7/12	Evergreen Sheet Metal	ADA RAMP HANDRAILS	0.00	5,061.79
6/21/12	Falcucci Marble Refinishers	MEMORIAL BALANCE	13,300.00	18,361.79
7/30/12	Evergreen Sheet Metal	ADA HANDRAILS	4,380.00	22,741.79
8/30/12	Back Bay Sign	Glass Etchmark PFFM Logos	150.00	22,891.79
	Total Building Materials		22,891.79	22,891.79
	Office Furniture			
	Delivery/Set Up			
4/6/12	Cathy Crist Interior Architect...	DELIVERY & INSTALLATION	3,820.00	3,820.00
5/9/12	Cathy Crist Interior Architect...	SHIPPING/DELIVERY	215.75	4,035.75
1/28/13	Home Depot		25.00	4,060.75
1/28/13	Home Depot		16.44	4,077.19
	Total Delivery/Set Up		4,077.19	4,077.19
	Office Furniture - Other			
2/29/12	Cathy Crist Interior Architect...	DESK (3)	0.00	0.00
2/29/12	Cathy Crist Interior Architect...	TABLE (BGI)	1,944.00	1,944.00



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HEADQUARTERS (2 CENTER PLAZA) PROJECT REPORT & CAPITAL INVESTMENTS

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2 Center Plaza Project Expense & Capital Assets
All Transactions

Date	Name	Memo	Amount	Balance
	Total Office Furniture - Other		1,944.00	1,944.00
	Total Office Furniture		6,021.19	6,021.19
	Infrastructure			
	Network & Related Services			
3/28/12	Home Depot	CAT 6 PATCH CORDS	16.97	16.97
4/6/12	Integra Network Solutions	INSTALLATION/TRAINING	6,600.00	6,616.97
5/17/12	Integra Network Solutions	INVOICE # 11417 (WAP)	494.61	7,111.58
	Total Network & Related Services		7,111.58	7,111.58
	Audio/Video			
5/5/12	USA Wireless Satellite		2,875.00	2,875.00
9/26/12	You Do It Electronics		84.47	2,959.47
	Total Audio/Video		2,959.47	2,959.47
	Phone System			
3/28/12	Harbor Networks	INSTALLATION/3 YR WAR...	3,516.00	3,516.00
5/8/12	Harbor Networks	SHORETEL SUPPORT	42.00	3,558.00
8/7/12	Harbor Networks	SHORE TEL SUPPORT	42.00	3,600.00
	Total Phone System		3,600.00	3,600.00
	Electrical Upgrades & Wiring			
5/17/12	Equity Office Properties (EO...	Two Center Plaza Suite 4M	850.00	850.00
	Total Electrical Upgrades & Wiring		850.00	850.00
	Voice/Data Wiring			
2/8/12	Integra Network Solutions	NETWORK CABLING 2 CE...	9,998.00	9,998.00
3/28/12	Harbor Networks	PATCH CABLES	85.80	10,083.80
	Total Voice/Data Wiring		10,083.80	10,083.80
	Total Infrastructure		24,604.85	24,604.85
	Architect & Design			
12/5/11	Cathy Crist Interior Architect...	PHASE 1 DESIGN	3,500.00	3,500.00
1/19/12	Cathy Crist Interior Architect...	PHASE II DESIGN	3,800.00	7,300.00
6/29/12	Back Bay Sign		150.00	7,450.00
	Total Architect & Design		7,450.00	7,450.00
	Construction			
	Painting			
7/30/12	Olympic Building & Remodel...		600.00	600.00
	Total Painting		600.00	600.00
	Construction - Other			
3/28/12	Cathy Crist Interior Architect...	CLOSET CONSTRUCTION	2,595.00	2,595.00
4/5/12	Equity Office Properties (EO...	TENANT OBLIGATION	19,923.03	22,518.03
	Total Construction - Other		22,518.03	22,518.03
	Total Construction		23,118.03	23,118.03
	Total OFFICE RENOVATION(Center Plaza)		136,945.86	136,945.86
	Total OFFICE		136,945.86	136,945.86
	TOTAL		277,977.09	277,977.09



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REPORT OF THE TRUSTEES

The annual report of the Trustee's is as follows:

The financial health of the PFFM is as good or better than at any time in its' existence. The Trustees have examined the monthly reports and expenditures and find all in order. The annual audit concurs and finds the organization stable and solvent. This is in spite of the expenses incurred during the office move and refurbishing. At one point, for a short time, the reserve fund was utilized with the Executive Board's approval in order to complete the office. This prevented taking loans and incurring interest expenses. The reserve fund was completely replenished within a very short time and is now at levels well above the required amount.

There is an area where there could be improvement. The monthly meeting expense has to be brought under control. There have been instances of meeting expenses exceeding the \$ 3500 allotted due to special circumstances or problems incurred by the host local. Unless the Luncheon Assessment is increased, this should not continue. The resolution put forth concerning centralized meeting areas should address this.

The Trustees wish to assure the membership that the fiscal state of the Professional Fire Fighters of Massachusetts is solvent. We also wish to extend our thanks to the membership for their support during the past year.

Respectfully Submitted,

Tony Gomes

Antonio Gomes Jr. - Chairman

Kaitlyn Shinney

Kaitlyn Shinney

Bill Hill

William Hill



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REPORT OF THE LEGISLATIVE AGENTS

The Legislative Agents for the Professional Fire Fighters of Massachusetts (PFFM) have had a very busy two years since we last met in Hyannis. In the 2013-2014 legislative session, a collection of bills has been filled to advance the protections and benefits earned by those before us. A range of legislation dealing with firefighter exchange of tours (SB1218), infectious disease presumptive (HB2465), smoking cessation program (HB2419), and four separate pieces of legislation on residency requirements (HB2225/HB2271/HB2325/HB2399) are just a sample of legislation that affects us.

The end of 2012 saw a direct attack on firefighters when the Public Employee Retirement Administration Commission (PERAC) clearly overstepped their boundaries and issued MEMO #30 titled, "Shift Substitution, Creditable Service and Regular Compensation." Immediately your PFFM Executive Board went on the offensive to correct this inequity and continues to do so legally and legislatively.

In addition, the battle to defend us as public employees persists on Beacon Hill through participation with the Disabilities Commission, Group Classification Commission, Group Insurance Commission (GIC), and the Other Post Employment Benefits (OPEB) Commission. The PFFM Leadership, Legislative Agents, friends in the Legislature, and a Union Coalition of Labor have worked tirelessly to protect our presumptive language, pensions, and retiree healthcare from the Massachusetts Municipal Association (MMA) agenda working against our livelihood during these Commission meetings.

To date, issues of importance emerge from IAFF Locals across the Commonwealth. Communication with PFFM Legislative Agents on these issues brought positive results in cooperation with their respective PFFM District Vice Presidents and the entire PFFM Executive Board. Meetings with the Massachusetts Human Resources Division (HRD) Civil Service Unit addressed ongoing hiring practice and promotional exam issues. Changes in State Emergency Medical Technician (EMT) Standards and Ambulance Billing Legislation have been met head-on with a team effort approach to watch over our members interests. In some areas of the state, the concept of Regionalization is being deliberated alongside PFFM representation to ensure any thoughts of implementation are done with labor having a seat at



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REPORT OF THE LEGISLATIVE AGENTS

the table. Legislative safeguards have been put in place for our Federal and State Firefighters (i.e. F-78/S-28/S-29) to provide them the same benefits as Municipal Fire Departments and assist with the fallout of Sequestration. Active membership with the group “Working Massachusetts” has provided a positive voice for us as Public Employees during a time where “Union Thug” is a common perception in society.

We cannot forget the continual local, state, and federal elections where the PFFM has been at the forefront getting those that support firefighters elected to office. Our “get out the vote” (GOTV) efforts resulted in Elizabeth Warren being elected to the United States Senate. US Senator Warren will never forget firefighters and will be a champion for us on Capital Hill. The PFFM efforts on these elections have ranked us as one of the leading labor organizations in the country.

As we write this, the FY14 budget is in the final stages of the legislative process. Legislative Agent testimony has begun before the Joint Committee on Public Service, Joint Committee on Public Safety & Homeland Security, and other Committees in support of our filed legislation and in opposition of legislation designed to hurt us. Through the team effort approach of “Our Union One Mission” we will remain diligent on Beacon Hill and together advance the agenda of the Professional Fire Fighters of Massachusetts.

Thank you for your continued support and hard work.

Stay safe!

Paul Jacques

Paul W. Jacques
Legislative Agent

Archie Gormley

Archie Gormley
Legislative Agent



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REPORT OF THE INFORMATION OFFICER

Brothers and Sisters,

Since being elected as your Information Officer in January 2012, there have been a lot of exciting new programs that we have rolled out to make quality Information accessible to our membership and there are more initiatives that we have planned to share in the near future. None of this would have been possible if not for a strong foundation left by my friend and mentor John Brown who served this organization for 14 years as a member of our Executive Board.

In March of 2012 we moved into our new office space in 2 Center Plaza. It now serves as the Hub of our organization, bleeds Professionalism, and is something of which we should all be proud. Before moving into the new office, with the help and vision of our President Ed Kelly, Secretary/Treasurer Jay Colbert, and our Director of Operations Bob Kilduff, we were able to set up a new computer hub which would make us able to access all important information that is in our office remotely no matter where we were. We also scanned thousands of old documents and paper contracts into the computer system to make them more easily accessible as well as reduce the number of filing cabinets that we needed. This was the first step into truly computerizing all of our office endeavors.

When we started at the new office, we had approximately 65 current contracts on file. With the help of the Locals' leadership, we now have close to 160. We would love to have the entire state up to date, so I urge you all to continue to send in your most current contracts.

We started a Contract Resource page on our website for local Presidents. After agreeing to have their contracts placed online, they have instant access to all contracts in the Resource Page. This is something that we feel that will help Locals to instantly pull up other contracts anywhere that they have internet access. The more that we are able to share contract information with each other, the better off we are when we are at negotiations or in arbitration.



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REPORT OF THE INFORMATION OFFICER

One of the most exciting things that we have done in my short tenure is make our Member Data Base accessible to all locals. Local leaders now have the ability to add new members, change local leadership, and update their members' addresses, phone numbers and email addresses as well as their status in their specific Local. We also put into this data base areas for Locals if they choose to be able to have personal information of their members such as next of kin, emergency contact information, and blood type. If there were ever an unfortunate accident involving one of their members, they would be able to pull up this information on their smart phone no matter the time of day or night. Our goal was to make this something that Locals could use as their own database. Also, for the first time in the history of our organization, Locals are able to sign up for our convention online, which has saved our organization a significant amount of money in printing and mailing costs as well as man hours manually inputting all of the information collected into the office computer system.

In the near future we have more ideas that we will be rolling out to the membership to help us all in our constant fight to give our members quality wages, working conditions, and benefits, all while making sure to maintain a safe work place so that we all go home to our families when our tour is done.

I'd like to thank President Kelly and Secretary/Treasurer Colbert for their support and for their tireless leadership and vision of our organization, Bob Kilduff for his hard work in making a lot of these programs come to fruition, and my colleagues on the Executive Board for their hard work and support in trying to get the word out to their members. Please continue to send in your current contracts and fact sheets. I hope that you all have a great convention and, as always, if there is anything I can do for you or your Local, please don't hesitate to call. Thank you for this opportunity to serve.

In Solidarity,

Billy Cabral

Billy Cabral
Information Officer
Professional Fire Fighters of Massachusetts



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**REPORT OF THE TRUSTEES OF THE
ROBERT B. MCCARTHY HEALTH & WELFARE TRUST**

Dear Brothers and Sisters,

We as Trustees respectfully submit our annual report to the professional Fire Fighters of Massachusetts membership assembled at the 40th Biennial Convention, held on June 10-13, 2013, in Hyannis, Massachusetts.

Since our last convention report, the Health and Welfare Trustees have been working extremely hard, meeting on a regular basis. We are proud to announce that we are currently in our third year coordinating the Robert B. McCarthy PFFM Scholarship Golf Tournament. This tournament has been a long-standing tradition for more than 25 years. The tournament has raised hundreds of thousands of dollars through the generosity of our corporate sponsors and the many locals that have participated. We owe Melissa Hurley-Sullivan a great deal of thanks for her continued assistance with this event.

We also continue to work with the Fire Fighters Cancer Support Network. This network is an assistance program designed to help firefighters and their families with the difficulty of dealing with terrible disease. With the use of a networking system, we are able to put our members and their families in touch with doctors and other members that have already been through this difficult process.

We are extremely happy to announce, as of October 2012, the Health and Welfare Trust Fund started a voluntary benefit program that currently offers two AFLAC products: an Accident and a Critical Illness Plan that directly target our profession's major health risks, injuries, and illness. Both of the products are designed to offset the impact of increasing health care costs, premiums, deductibles, and co-pay expenses. Both programs have been received with great success!



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**REPORT OF THE TRUSTEES OF THE
ROBERT B. MCCARTHY HEALTH & WELFARE TRUST**

Thank you to President Kelly and the entire PFFM Executive board for their support of the Robert B. McCarthy Health and Welfare Trust Fund Committee.

Fraternally,

Joe Fonseca

Joe Fonseca, Chairman

Jay Colbert

Jay Colbert, Co-Chairman

Bill Hill

Bill Hill, Treasurer

Brian McCauley

Brian McCauley, Secretary

Paul Jacques

Paul Jacques, Trustee

Barry Sullivan

Barry Sullivan, Trustee

Jason Davern

Jason Davern, Trustee

Kurt O'Rourke

Kurt O'Rourke, Trustee

Robert B. McCarthy

Robert B. McCarthy, Retiree Rep