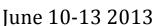


40th Biennial Convention





REPORT OF THE PRESIDENT

Brothers and Sisters,

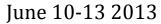
Let me first say thank you for the honor of serving as your president of this great organization. As I reflect on the past two years, we have had major changes to the Executive Board, and a new team has bonded to lead our 12,000 firefighters throughout the Commonwealth. With the retirement of longtime 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.



40th Biennial Convention





REPORT OF THE PRESIDENT

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!

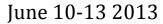
Fraternally,

Edward A. Kelly

Edward A. Kelly President Professional Fire Fighters of Massachusetts



40th Biennial Convention





REPORT OF THE SECRETARY-TREASUER

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.

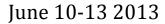
During this time, the number one request I received from Locals was for online Per Capita and PAC payment capability. After much research, we located a service that would permit Locals to use their checking account and bank routing number to make online payments. This permitted locals that were restricted 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 a 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.



40th Biennial Convention





REPORT OF THE SECRETARY-TREASUER

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.

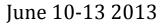
At one time this past year, Locals owed a combined \$170,000.00 in back Per Capita.

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.



40th Biennial Convention





REPORT OF THE SECRETARY-TREASUER

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

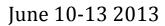
Secretary-Treasurer

Jay Colbert

Professional Fire Fighters of Massachusetts



40th Biennial Convention





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



40th Biennial Convention



June 10-13 2013

CHECKING/SAVINGS/SPECAL ACCOUNTS & CAPITAL ASSETS

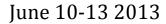
Professional Fire Fighters of Massachusetts
06/04/13 Checking/Savings/Special Accounts & Capital Assets
As of April 30, 2013

	Apr 30, 13	
Computer Network Software - Other	10,270.30	
Total Computer Network Software	11,351.22	
Computer Software Package Audio/Video Equipment Computer Network Hardware Telephone Hardware Office Furniture Computer Hardware	2,531.88 9,486.05 7,090.64 18,030.75 53,527.35 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	



Professional Fire Fighters of Massachusetts IAFF AFL-CIO

40th Biennial Convention





INCOME & EXPENSE REPORT

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 436 00 Liability Insurance 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 3.15 770.40 Rent Voice/Data 189.00 Network Monitoring & B/U 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 & ASSESMENTS Initiation Fee 50.00 1,227,921.23 Per Capita Dues Total DUES, FEES & ASSESMENTS 1,227,971.23 Reimbursed Expenses 5,930.00

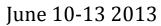
Prepared by Bob Kilduff, Jr. - PFFM Operations

Bank Credit

Page 1



40th Biennial Convention





INCOME & EXPENSE REPORT

Professional Fire Fighters of Massachusetts

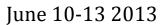
Income & Expense Report July 2012 through April 2013

06/03/13

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



40th Biennial Convention





INCOME & EXPENSE REPORT

Professional Fire Fighters of Massachusetts

Income & Expense Report July 2012 through April 2013

06/03/13

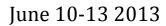
XXXL		Jul '12 - Apr 13
XXL 1,260.00 XL 1,260.00 Total Terry 1/4 Zip Shirts 4,230.00 PFFM Heather 12oz Hoodie 215.00 XXL 720.00 XXL 259.00 XL 259.00 XL 259.00 XL 259.00 XL 240.00 XXXL 450.00 XXXL 450.00 XXXL 450.00 XXL 450.00 XXL 843.00 XL 864.00 XXL 920.00 XXXL 920.00 XXXL 1,462.00 XXL 2,600.00<	XXXL	450.00
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COUNT CLOSFOUT 0	al Cost of Items Sold	43,468
	COUNT CLOSEOUT	0.

Prepared by Bob Kilduff, Jr. - PFFM Operations

Page 3



40th Biennial Convention





INCOME & EXPENSE REPORT

Professional Fire Fighters of Massachusetts

Income & Expense Report July 2012 through April 2013

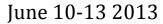
06/03/13

	Jul '12 - Apr 13
DAMAGED CHECK AUDIT	0.00 920.86
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 District Meeting Caucus	912.00
Mileage	21.09
Subtime Caucus - Other	588.00 447.38
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	T00.00
ALTS Event/Meeting Ticket	500.00 180.00
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 IAFF Convention MACRS	800.00 1,800.00 300.00
Grompers Murray & Meany Ed Inst NCPERS	300.00 900.00
State & Provincials	200.00
IAFF Leg. Convention ALTS	400.00 800.00
AFL CIO Convention	500.00
NE Conference of FF	525.00
Total Per Diem	6,525.00
Transportation IAFF Fallen FF Memorial IAFF Convention	338.37 293.60
Total Transportation	631.97
Parking IAFF Fallen FF Memorial IAFF Convention	24.93 175.00
Total Parking	199.93
Meals IAFF Convention	247.97



Professional Fire Fighters of Massachusetts IAFF AFL-CIO

40th Biennial Convention





INCOME & EXPENSE REPORT

Professional Fire Fighters of Massachusetts

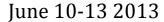
Income & Expense Report
July 2012 through April 2013

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 591.96 Reimbursed Expenses Total Retirement Board 591.96 **Total Contributions** 591.96 Bank Service Charges 47.22 COMMITTEE EXPENSE Staffing Committee 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 20.00 Mileage 54.39 Total INFORMATION 74.39 CISM / MAP 1,284.47 Telephone



Professional Fire Fighters of Massachusetts IAFF AFL-CIO

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INCOME & EXPENSE REPORT

Professional Fire Fighters of Massachusetts Income & Expense Report

July 2012 through April 2013

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 34.00 Shipping/Receiving 759.50 Printing Parking 8.00 Mileage 257.86 Health & Welfare Trust - Other 566.50 Total Health & Welfare Trust 1,625.86 Shipping/Receiving 111.00 Supplies 0.00 lodging Meals 983.75 1,495.67 Sales Tax 503.81 Press Conference Materials 6,956.40 Political Ads Graphic Design Digital Media 806.25 8.448.00 Print Media 6,901.00 Total Political Ads 16,155.25 20,295.00 Member Database Upgrade Postage Subtime 16,592.06 Monthly State Meeting 616.80 Subtime - Other 9,831.54 **Total Subtime** 10,448.34 Mileage Special Meeting/Caucus Monthly State Meeting 65.45 187.55 Tolls 40.15 1,928.60 Mileage - Other Total Mileage 2,221.75 Transportation 125.00 Per Diem 75.00 Parking 824.00 Telephone COPE - Other 538.43 -1,621.10 Total COPE 75,704.36 Total REIMBURSABLE EXPENSE 77,330.22

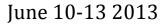
Prepared by Bob Kilduff, Jr. - PFFM Operations

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Professional Fire Fighters of Massachusetts IAFF AFL-CIO

40th Biennial Convention





INCOME & EXPENSE REPORT

Professional Fire Fighters of Massachusetts Income & Expense Report

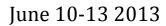
July 2012 through April 2013

Jul '12 - Apr 13 **EMS Regional Coordinator** 4,000.00 Pension Information 750.00 MA Fire Service Comm MA HazMat Mitigation Advisory 1,500.00 MA Fire Training Council 750.00 11,000.00 JLMC Total CONSTITUTIONAL 18,750.00 Total COMMITTEE EXPENSE 105,130.68 **DUES, FEES & ASSESMENT** 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 GBLC 535.00 25.00 Mass COSH 785.00 **NCPERS** 675.00 NFPA 300.00 **Total Dues** 13,495.00 Total DUES, FEES & ASSESMENT 37.329.00 **EDUCATIONAL SEMINAR** 300.00 86.69 Gifts/Gratuities Meals Mileage 226.25 1,990.80 Printing Supplies 1,547.83 Total EDUCATIONAL SEMINAR 4,151.57 EXECUTIVE BOARD Wireless Data Plan 290.00 Electronics Mileage LODD 28.86 Mileage - Other 6,858.48 Total Mileage 6,887.34 Meals 78.19 LODD 24,069.74 Meals - Other **Total Meals** 24,147.93 Parking 698.00 December November 712.00 October 486.00 September 678.00 234.00



Professional Fire Fighters of Massachusetts IAFF AFL-CIO

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INCOME & EXPENSE REPORT

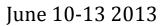
Professional Fire Fighters of Massachusetts Income & Expense Report July 2012 through April 2013

July 2012 tilloug	JII April 2013
	Jul '12 - Apr 13
July June May April March February January	623.00 685.00 547.00 727.00 693.00 820.00 1,237.00
Total Parking	8,140.00
Tolls LODD Tolls - Other	8.75 71.20
Total Tolls	79.95
Transportation LODD Transportation - Other	226.27 19,504.47
Total Transportation	19,730.74
Lodging LODD Lodging - Other	5,743.24 13,217.41
Total Lodging	18,960.65
Telephone February December January November October September August March July June May April	1,178.78 1,344.77 1,176.40 1,283.76 1,006.25 1,118.22 1,888.33 1,080.69 1,005.99 1,104.83 761.78 900.93
Total Telephone Printing	13,850.73 312.17
Printing Postage Supplies Clothing Per Diem Subtime LODD Paid Detal	312.17 67.97 142.99 4,500.00 1,500.00 864.00 41,876.86
Subtime - Other	36,919.07
Total Subtime	79,659.93
Total EXECUTIVE BOARD	178,297.61
LEGISLATORS' NIGHT Photos/Photographer Mileage Catering	400.00 142.08
Additional Expenses Gratuity admin Fee Food	262.50 840.00 240.00 6,000.00



Professional Fire Fighters of Massachusetts IAFF AFL-CIO

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INCOME & EXPENSE REPORT

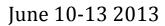
Professional Fire Fighters of Massachusetts

Income & Expense Report
July 2012 through April 2013

Jul '12 - Apr 13 **Total Catering** 7,342.50 Printing 149.75 Total LEGISLATORS' NIGHT 8,034.33 PFFM LEGISLATIVE CONVENTION 24.93 183.33 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 203.97 March 504.79 February 492.24 January November 143.54 October 973.48 May September 90.74 532.77 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 578.68 Storage Unit 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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Jul '12 - Apr 13

INCOME & EXPENSE REPORT

Professional Fire Fighters of Massachusetts

06/03/13

Income & Expense Report
July 2012 through April 2013

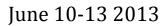
Legal Settlement CCI

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



Professional Fire Fighters of Massachusetts IAFF AFL-CIO

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INCOME & EXPENSE REPORT

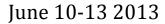
Professional Fire Fighters of Massachusetts Income & Expense Report July 2012 through April 2013

	Jul '12 - Apr 13
otal OFFICE	207,739.3
RGANIZATIONAL Gratuties Social Media Trademark Obituary/In Memoriam	154.37 115.99 250.00 60.00
Printing Constitution & ByLaws Books Printing - Other	2,360.31 54.25
Total Printing	2,414.56
Scholarships U Mass Labor Studies Jennings scholarship	1,000.00 4,500.00
Total Scholarships	5,500.00
Sales Tax Paid Pesident Vehicle Maintenance/Service Misc. Auto Expense Auto Insurance Auto Lease Pesident Vehicle - Other	433.06 58.85 993.78 4,145.50 7,976.16 685.05
Total Pesident Vehicle	13,859.34
COMPUTERS Supplies	63.73
Total COMPUTERS	63.73
Special Event Photos/Photographer Video/AV Administrative Fees Gratuities Catering Printing	200.00 300.00 199.02 930.00 4,975.50 300.00
Total Special Event	6,904.52
Shipping/Receiving Reimbursement Bank Charges Bank Reversal	64.25 312.00 194.50
Checking Materials Deposit Correction	456.60 1,571.00
Total Bank Charges	2,222.10
Christmas Expense Gratuities Flowers Holiday cards Design/ Graphic Design	1,500.00 3,456.66 300.00
Printing	2,073.06
Total Holiday cards	2,373.06
Christmas Expense - Other	2,626.00
Total Christmas Expense	9,955.72
DONATIONS Table Hole Sponsorship (Golf Tourn.)	1,100.00 1,875.00



Professional Fire Fighters of Massachusetts IAFF AFL-CIO

40th Biennial Convention





INCOME & EXPENSE REPORT

Professional Fire Fighters of Massachusetts Income & Expense Report

July 2012 through April 2013

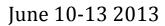
Jul '12 - Apr 13 Ad Book Page Graphic Design/Layout Ad Book Page - Other 375.00 2,505.00 2,880.00 Total Ad Book Page DONATIONS - Other 9,550.00 **Total DONATIONS** 15,405.00 Flowers & Fruits Donation in the memory of 100.00 Flowers & Fruits - Other 1,682.02 Total Flowers & Fruits 1,782.02 2,654.19 InstaTrac 442.43 Workers Comp Ins 1,663.90 221.20 **Testimonials** Total ORGANIZATIONAL 68,636.38 PAYROLL Outstanding Qrtly Tax Liability 2.543.81 Processing
Comp MA Work Train 2.560.38 116.06 Comp FICA 40,440.95 Comp FUTA Comp FWA Comp MCARE 681.30 38,728.60 10.596.01 Comp SUI Comp SWH 3.965.54 17,485.97 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 1,209,985.17 272,033.93 Net Ordinary Income

Net Income

272,033.93



40th Biennial Convention





PAC FUND REPORT

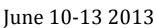
06/03/13

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



40th Biennial Convention





HEADQUARTERS (2 CENTER PLAZA) PROJECT REPORT & CAPITAL INVESTMENTS

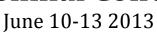
Professional Fire Fighters of Massachusetts 2 Center Plaza Project Expense & Capital Assets

06/03/13

Date	. Name	Memo	Amount	Balance
	NTER PLAZA CAPITAL ASSETS pliances			
3/29/12 4/5/12	Lowes of Saugus Equity Office Properties (EO	REFRIGERATOR DISHWASHER	591.32 655.00	591.32 1,246.32
Tot	tal Appliances		1,246.32	1,246.32
	ice Decor Statuary / metalwork MA Fallen FF Statue 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
0/00/40	Interior Signage Entry		5.075.00	5.075.00
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
7/11/12 9/14/12 11/26/12 1/7/13	Framed Work Golden Manet Press Awards Unlimited Awards Unlimited Awards Unlimited Awards Unlimited	Invoice #69256 Invoice 69489 Invoice #12/20/12	529.13 3,120.00 2,975.00 525.00	529.13 3,649.13 6,624.13 7,149.13
5/24/13	Total Framed Work	Invoice #70348	850.00	7,999.13
	Office Decor - Other		7,999.13	7,999.13
1/2/13	Online Stores	PFFM & USA Flags/Stands	417.00	417.00
	Total Office Decor - Other		417.00	417.00
Tot	tal Office Decor		24,161.13	24,161.13
	mputer Network Software Software License Filemaker, Inc.		1,080.92	1,080.92
	Total Software License		1,080.92	1,080.92
	Computer Network Software - Other		1,000.02	1,000.02
2/21/12 4/6/12	Integra Network Solutions Integra Network Solutions	NETWORK 2 CENTER PL BALANCE - NETWORK SO	4,889.83 5,380.47	4,889.83 10,270.30
	Total Computer Network Software - O	ther	10,270.30	10,270.30
Tot	tal Computer Network Software		11,351.22	11,351.22
Co 3/29/12 8/14/12	mputer Software Package Apple Online Filemaker, Inc.	Microsoft Office for MAC (6	1,695.75 836.13	1,695.75 2,531.88
Tot	tal Computer Software Package		2,531.88	2,531.88
Au 2/1/12 6/26/12 6/26/12 8/8/12	dio/Video Equipment Best Buy William Cabral William Cabral Best Buy		8,936.21 99.00 19.00 431.84	8,936.21 9,035.21 9,054.21 9,486.05
Tot	tal Audio/Video Equipment		9,486.05	9,486.05
Co	mputer Network Hardware			



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HEADQUARTERS (2 CENTER PLAZA) PROJECT REPORT & CAPITAL INVESTMENTS

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

06/03/13

Date	Name	Memo	Amount	Balance
2/21/12	Integra Network Solutions	NETWORK 2 CENTER PL	6,031.26	6,031.26
2/21/12 2/21/12	Integra Network Solutions Integra Network Solutions	NETWORK 2 CENTER PL NETWORK 2 CENTER PL	583.09 476.29	6,614.35 7,090.64
	Computer Network Hardware	NETWORK 2 GENTER FL	7.090.64	7,090.64
	one Hardware		7,090.04	7,090.04
2/8/12	Harbor Networks	OFFICE PHONE SYSTEM 5	10,587.75	10,587.75
/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 3/7/12	Harbor Networks Harbor Networks	MAILBOX ONLY LICENSE MAILBOX ONLY LICENSE	90.00 90.00	17,940.75 18,030.75
Total T	elephone 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
/29/12	Cathy Crist Interior Architect	PRES/SEC TREAS DESK	9,905.00	18,510.00
/29/12 /2/12	Cathy Crist Interior Architect Cathy Crist Interior Architect	CUBICLE CHAIRS (6) DEPOSIT/CONF TABLE	3,456.00 9,000.00	21,966.00 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	Lowes 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 1/28/13	Bernie & Phyls Mitchell Gold & Bob	COUCH, CHAIR & TABLE OFFICE SEATING (4)	2,018.72 1,568.25	51,959.10 53,527.35
	Office Furniture	OFFICE CERTINO (4)	53,527.35	53,527.35
	iter Hardware		00,027.00	00,027.00
3/15/12	Apple Online	iMac Computer 11 @ 1139.05	13,312.65	13,312.65
1/4/13	Apple Store	Wireless Mouse (3) Wirelss	293.24	13,605.89
Total C	Computer Hardware		13,605.89	13,605.89
Total 2 CI	ENTER PLAZA CAPITAL ASSETS		141,031.23	141,031.23
OFFICE				
	E RENOVATION(Center Plaza)			
	al Settlement CCI			
10/24/12	Settlement LeClair Ryan atty for Cathy		30,000.00	30,000.00
т.	otal Settlement		30,000.00	30,000.00
	egal 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
Т	otal Legal Fees		7,170.00	7,170.00
Tota	al Legal Settlement CCI		37,170.00	37,170.00
	allation			
			1.020.00	1,020.00
6/29/12	Back Bay Sign Back Bay Sign		275.00	1,295.00
6/29/12 8/30/12			<u>275.00</u> 1,295.00	1,295.00 1,295.00
5/29/12 3/30/12 Tota	Back Bay Sign al Installation			·
6/29/12 8/30/12 Tota Prin	Back Bay Sign	PFFM LETTERHEAD		·
6/29/12 8/30/12 Tota	Back Bay Sign al Installation ting (2 CP Address)	PFFM LETTERHEAD PFFM #10 ENVELOPES	1,295.00	1,295.00



40th Biennial Convention





HEADQUARTERS (2 CENTER PLAZA) PROJECT REPORT & CAPITAL INVESTMENTS

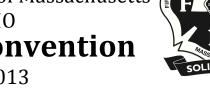
Professional Fire Fighters of Massachusetts 2 Center Plaza Project Expense & Capital Assets

06/03/13

Date	e Name	Memo	Amount	Balance
	Total Printing (2 CP Address)		2,420.00	2,420.00
4/4/12 4/26/12	Office/Trash Clean Out Michael Capelotti Marvin Gonzalez		250.00 150.00	250.00 400.00
	Total Office/Trash Clean Out		400.00	400.00
	Moving Expense			
4/5/12 4/5/12	Security Detail Equity Office Properties (EO Equity Office Properties (EO	3/19/12 3/20/12	160.00 160.00	160.00 320.00
	Total Security Detail		320.00	320.00
	Intern			
3/30/12 3/30/12 3/30/12 3/30/12 3/30/12	Sean Curtis Sean Curtis Sean Curtis Sean Curtis	3/12 3/13 3/14 3/15 3/16	80.00 80.00 80.00 80.00 80.00	80.00 160.00 240.00 320.00 400.00
3/30/12 3/30/12 3/30/12 3/30/12	Sean Curtis Sean Curtis	3/19 3/21 3/22 3/23	80.00 80.00 80.00 80.00	480.00 560.00 640.00 720.00
4/6/12 4/6/12 4/6/12 4/6/12	Sean Curtis Sean Curtis Sean Curtis Sean Curtis	3/27 3/28 3/29 3/30	80.00 80.00 80.00 80.00	800.00 880.00 960.00 1,040.00
4/6/12 4/6/12 4/6/12 4/6/12	Sean Curtis Sean Curtis Sean Curtis Sean Curtis	4/3 4/4 4/5 4/6	80.00 80.00 80.00 80.00	1,120.00 1,200.00 1,280.00 1,360.00
4/0/12	Total Intern	470	1,360.00	1,360.00
0.00140	Moving Expense - Other		,	,
3/28/12	Cathy Crist Interior Architect Total Moving Expense - Other	CUBICLE MOVE & SET UP	9,895.00	9,895.00 9,895.00
	Total Moving Expense		11,575.00	11,575.00
	Building Materials		11,575.00	11,575.00
3/6/12 3/6/12 3/6/12 6/7/12 6/21/12 7/30/12 8/30/12	Falcucci Marble Refinishers Robert Kilduff Jr Robert Kilduff Jr Evergreen Sheet Metal Falcucci Marble Refinishers Evergreen Sheet Metal	MEMORIAL DEPOSIT RECEIPT ON FILE RECEIPT ON FILE ADA RAMP HANDRAILS MEMORIAL BALANCE ADA HANDRAILS Glass Etchmark PFFM Logos	5,000.00 8.13 53.66 0.00 13,300.00 4,380.00 150.00	5,000.00 5,008.13 5,061.79 5,061.79 18,361.79 22,741.79 22,891.79
	Total Building Materials		22,891.79	22,891.79
4/6/12 5/9/12 1/28/13 1/28/13		DELIVERY & INSTALLATION SHIPPING/DELIVERY	3,820.00 215.75 25.00 16.44	3,820.00 4,035.75 4,060.75 4,077.19
	Total Delivery/Set Up		4,077.19	4,077.19
2/29/12 2/29/12		DESK (3) TABLE (BGI)	0.00 1,944.00	0.00 1,944.00



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June 10-13 2013

HEADQUARTERS (2 CENTER PLAZA) PROJECT REPORT & CAPITAL INVESTMENTS

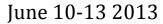
Professional Fire Fighters of Massachusetts 2 Center Plaza Project Expense & Capital Assets

06/03/13

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

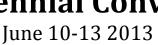
Kaitlyn Shinney
Kaitlyn Shinney

Bill Hill

William Hill



40th Biennial Convention





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.

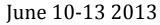
The end of 2012 saw a direct attack on firefighters when the Public Employee Retirement Administration Commission (PERAC) clearly overstepped their boundaries and issued MEMO #30 titled, "Shift Substitution, Creditable Service and Regular Compensation." Immediately your PFFM Executive Board went on the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



40th Biennial Convention





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!

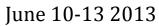
Paul W. Jacques Legislative Agent

Paul Jacques

Archie Gormley
Archie Gormley
Legislative Agent



40th Biennial Convention





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.

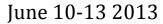
In March of 2012 we moved into our new office space in 2 Center Plaza. It now serves as the Hub of our organization, bleeds Professionalism, and is something of which we should all be proud. Before moving into the new office, with the help and vision of our President Ed Kelly, Secretary/Treasurer Jay 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 where. 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,

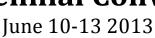
Billy Cabral
Billy Cabral

Information Officer

Professional Fire Fighters of Massachusetts



40th Biennial Convention





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 40^{th} Biennial Convention, held on June 10-13, 2013, in Hyannis, Massachusetts.

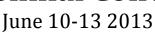
Since our last convention report, the Health and Welfare Trustees have been working extremely hard, meeting on a regular basis. We are proud to announce that we are currently in our third year coordinating the Robert B. McCarthy PFFM Scholarship Golf Tournament. This tournament has been a long-standing 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!



40th Biennial Convention





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,

Toe Fonseca

Joe Fonseca, Chairman

Bill Hill

Bill Hill, Treasurer

Paul Jacques

Paul Jacques, Trustee

Jason Davern

Jason Davern, Trustee

Vay Colbert

Jay Colbert, Co-Chairman

Brian McCauley

Brian McCauley, Secretary

Barry Sullivan

Barry Sullivan, Trustee

Kurt O'Rouske

Kurt O'Rourke, Trustee

Robert B. McCarthy

Robert B. McCarthy, Retiree Rep