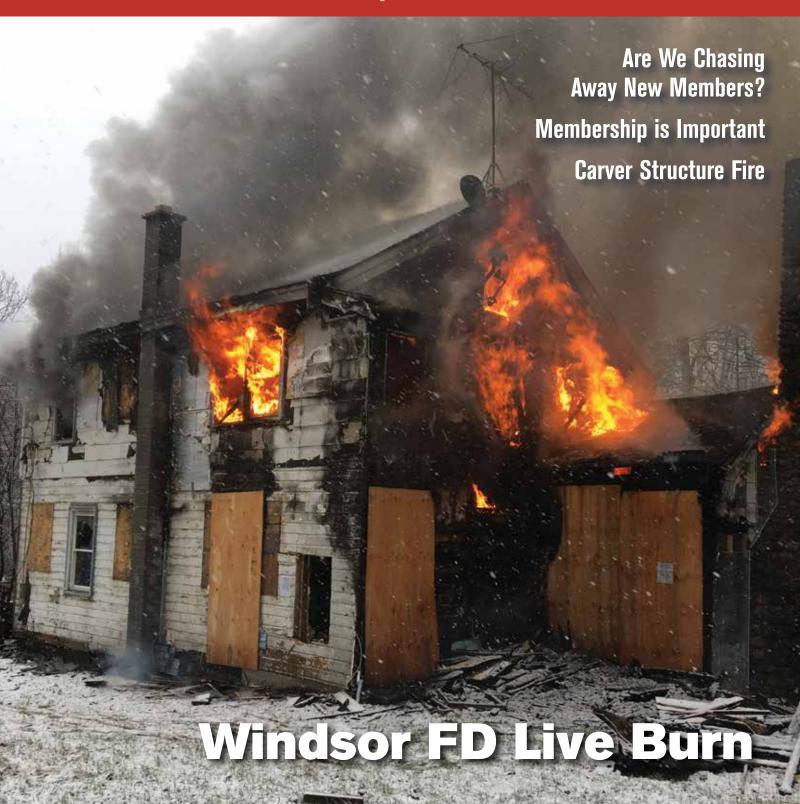
Smoke Showin'

The Official Publication of the Massachusetts Call/Volunteer Firefighters Association





Need A Scholarship? LET US HELP!

Application Period Opens / January 1, 2021

The Massachusetts Call/Volunteer Firefighters' Association (MCVFA) will be awarding five (5) \$750 Robert J. Hindley Memorial Scholarship. The scholarship is available to an MCVFA member or immediate family member.

Requirements

Official Transcript or Letter:

 A school official transcript or letter from the most recent institution attended. If unavailable, please provide a written explanation and a copy of the highest level diploma or certification received.

A Statement of Interest of 400 words or less including:

- Why you want the Robert J. Hindley Memorial Scholarship
- Your personal, educational, and career goals
- A list of extracurricular, community, and/or volunteer activities. Include dates of participation and a brief description of each activity. You may provide an explanation for lack of involvement under special circumstances. Special circumstances include financial hardship, family responsibilities, etc.
- Any other information you want the Scholarship Committee to consider.

Two (2) Letters of Recommendation:

• One letter should be from a teacher, employer, or a member of the community familiar with you and your goals and the other from a member of the fire service. If it is not possible to provide a letter from a member of the fire service, please attach an explanation.

How to Apply

Application forms can be obtain from page 17-18 or download at **www.mcvfa.org/scholarships**

Send your application form along with supporting documents to: **mmmsb@comcast.net** or

Massachusetts Call/Volunteer Firefighters' Association (MCVFA) Robert J. Hindley Scholarship PO Box 1015, East Wareham, MA 02538

APPLICATION PERIOD OPENS: JANUARY 1, 2021 CLOSING DATE: MAY 1, 2021





2021 MCVFA Officers

President

Tom Burnett Whitman 617-719-1289 mmmsb@comcast.net

Secretary

Kathy Bird 508-295-2716 kbird@verizon.net

Treasurer (Acting)

Pamela Crombie
Swansea Fire Department
774-930-0026
pamela.a.crombie@gmail.com

Executive Vice President

Vacant evp@mcvfa.org

Region 1 Vice President

Chris Hadjer Swansea Fire Department chrishajder552@gmail.com

Region 2 Coordinator

Lisa Evans Groveland Fire Department reg2cor@mcvfa.org

Region 3 Vice President

Michael Goldstein Sherborn Fire Department vpregion3@mcvfa.org

Region 4 Vice President

Kevin Connolly Northfield Fire Department 413-498-4388 shamrock3910@comcast.net

Region 5 Vice President

Frank Speth, III New Ashford Fire Department 413-446-3627 vpregion5@mcvfa.org

Recruitment and Retention Program Coordinator

Susan Dyer 443-994-3350 susan@sdyerdesign.com

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The editorial staff of *Smoke Showin'* is always looking for topics and articles about the industry. If you have any suggestions or would like to write an article, please contact Larry Holmberg at editor@mcvfa.org.

MCVFA Calendar Fundraiser

After overcoming logistical problems, the MCVFA will be doing a Cash Calendar fundraiser in April.

HOW IT WORKS:

We will sell tickets for \$10 apiece and all ticket must be sold and turned in by Friday, March 26, 2021. On April 1, 2021, we will start giving away \$50 a day and on every Friday in April we will give a \$100 away. On April 15 and April 30, we will give a bonus prize that will be announced on that day.

These funds will help support our membership benefits and other programs that we offer.

We thank you for your continued support in the MCVFA.

For more information, please follow us on our Facebook page or call the Pam Crombie MCVFA Treasurer, 774-930-0026.

MCVFA Legislative Round-up

Kevin Connolly, Co-Chair, Legislative Committee

The session will have ended on December 31. Check the MCVFA Facebook Legislative page for the final outcome.

This is where our bills stood as of December 1st. Three are ordered for a study (which generally means these are finished for the session). The House version of the LODD amendments was still alive (having been combined with the Senate version). The Real Estate Tax Exemption bills were still in their respective branch committees.

S.1515	LODD Benefits CallVol (MCVFA); Pub Svc - Accompanied
	H 2264 -12 30 19

H.2264	LODD Benefits CallVol (MCVFA); Pub Svc - House -
	Orders of the Day - to 3rd Reading - 1.13.20

S.1666	Tax Exemption	(MCVFA); Rev -	Senate Rules	- 5.18.20

H.2502 T	ax Exemption	(MCVFA;) Rev -	House	SP&S -	-2.27.20
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S.1698	Voluntary Contributions to MFA (MCVFA);
	Rev - Accompanied a study order, see S.2549 - 2.20.20

H.3079 FF License Plate (MCVFA); Trans - Accompanied a study order, see H.4772 - 6.8.20

We did send correspondence to the respective contacts to ask them to move these bills forward. **②**

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MCVFA Offices

PO Box 1015, East Wareham, MA 02538 1-800-551-FIRE mcvfa@mcvfa.org I www.mcvfa.org

Published by

SDyer Design

MCVFA President

Tom Burnett, Whitman

Editor

Larry Holmberg, Chesterfield

Art Director

Susan Dyer

Production Manager

Susan Dyer

Legislative Director

Joe Maruca, West Barnstable

The editorial deadline is the 18th of the month preceding each issue

Address all editorial content to:

Smoke Showin'

MCVFA, PO Box 1015, East Wareham, MA 02538

For address changes or MCVFA membership questions please call

1-800-551-FIRE

For advertising requests contact Susan Dyer 443-994-3350 or email susan@sdyerdesign.com

Smoke Showin' is published three times a year by the Massachusetts Call/Volunteer Firefighters Association, PO Box 1015, East Wareham, MA 02538. Periodicals postage is paid at East Wareham, MA, and at additional mailing offices.

Postmaster: Send all address changes to: MCVFA, PO Box 1015, East Wareham, MA 02538.

Smoke Showin' is the official journal of the Massachusetts Call/Volunteer Firefighters Association, a non-pofit organization, and carries news and announcements concerning the MCVFA. MCVFA members receive this magazine as part of their dues. The MCVFA is not responsible for contents or opinions other than Association activities. Entire contents are ©2020 the Massachusetts Call/Volunteer Firefighters Association, all rights reserved and, as such, may not be reproduced in part or in whole without written permission of the publishers. The MCVFA reserves the right to print portions or all of any correspondence received by the editors without liability on its part and no such correspondence will be returned without prior agreement. Home delivery of Smoke Showin' is one of the many benefits of MCVFA membership.



President's Message

Without a doubt, 2020 will be remembered as one of the most uncertain, challenging, and historically relevant years on record. But as we look ahead, we must think of the positive things. We as first responders have a duty to our family, our friends, and the community we protect. We must continue to follow the guidance regarding the best practices on how to deal with the COVID pandemic.

Social Distances, Wear a Mask, and Wash your Hand Frequently

We are going to face more challenges as we prepare to assist in distributing the vaccine in some capacity in our communities. We have had plenty of these over the pass year and we have managed to get through them, and we will continue to do so.

I know that some of our departments have had the challenge of training. There are so many resources out there for you to continue to do your training virtual and keep up the standards of training in your department.

We have seen the challenge of recruiting new volunteers because we are not able to open our stations to the public because of the pandemic.

We have seen the challenge of raising funds the annual fund drive to help support your department.

These are just some of the challenges that we have faced over the past year. These are some of the things we have seen our members need help on. So, I am going to offer some resources that will help our members and their departments.

These are not just local issues; they are issues that affect all the volunteers across our country. We can learn from others that have overcome some of these challenges and we can try new approaches.

Listed are some of the resources that are available to our members that they can take advantage of to help address these challenges. One of the greatest resources we have is our national partner the Nation Volunteer Fire Council (NVFC).

Please check the NVFC website, www.nvfc.org, for webinars and online training classes; if you are a member of NVFC those classes are free. If you are not member, they offer free classes with your state association.

The National Fire Protection Association, www.nfpa.org, is another source of information to look at.

Go to www.mass.gov/dfs to connect to the Department of Fire Service & State Fire Academy.

Traffic Incident Management virtual training. Classes are free and you can request when you would like the training. https://rangeresp.com/massachusetts-tim.

EveryOnegoesHome.com. They offer a lot of material on firefighter safety and cancer awareness material.

Things going on from the E-Board

At our virtual E-Board meeting held on November 23, 2020 we voted on the appointment of a new treasurer.

It comes with great pleasure to announce the appointment of Pamela Crombie of the Swansea Fire Department as the new MCVFA Treasurer. This position will be filled till the next election.

Pam has been with the department for the past 18 years and is currently a firefighter and Secretary with Swansea Fire Company 2 Department. She is also a dispatcher for the Swansea Fire Department.

Pam earned her bachelor's degree and master's degree in accounting from Bryant University and a master's degree in taxation from Suffolk University. She also helps run the family business, Swan Framing & Gifts in Dartmouth.

You can send her congratulations and welcome her aboard at pamela.a.crombie@gmail.com or give her a text 774-930-0026.

I would like to give a big shout out and a big thanks to Larry Holmberg for all he has done to keeping us on track and helping us in so many ways to keeping this organization moving forward.

Once again, we say Thank you to Larry for his dedication to the MCVFA.

Tom Burnett MCVFA President

Are We Chasing Away New Members?



e read and hear a lot about the lack of call/volunteer firefighters and EMS providers, both here in Massachusetts and nationally. We feel it in our own departments, we don't have as many active members as we used to, or we hardly have anyone in town for daytime calls. All the voices of the call/volunteer fire service are calling out for help recruiting new firefighters and EMS providers. Everyone needs more members. Or do we?

Are we really happy about the lack of new members? Maybe we like being part of the dwindling few? Do we secretly hope that we are the last volunteer? Maybe we actually believe something like "a small well-trained call/volunteer force is better than a large well-trained call/volunteer force"?

There is a disconnection in the call/volunteer and combination fire service between what we say and how we act. If we are to continue to serve our communities well and meet the mission, we need to do what we say – recruit more volunteers and keep them.

Last year, the National Volunteer Fire Council (NVFC) conducted a national survey of current and former volunteer firefighters to try and figure out why volunteers leave departments. Among former volunteers, twenty-two percent (22%) reported that they left their departments because the "department atmosphere was full of cliques and groups that exclude others". The second most common reason, at eighteen percent (18%), for leaving was "department leadership doesn't focus on or support the needs of members".

And, before you write these experiences off as a handful of ungrateful whiners and troublemakers, you should read what current (still severing) volunteers said. Thirty percent (30%) them said their department was "full of cliques and groups that exclude others" and twenty-one percent (21%) said that "department leadership doesn't focus on or support the needs of members".

When the topic of declining call/volunteer firefighters and EMS providers comes up, many people tell me (others and the media as well) that it's too much training that drives people away. Interestingly, forty percent (40%) of current department leadership cites training as the problem with volunteer retention, but only eight percent (8%) of former volunteers cite training as the reason they left. For us fire service leaders this may be tough to accept, but we need to a better job of leading our departments and making sure everyone who wants to help is allowed to.

The data suggest to me that too much training is used as a pleasantry and an excuse for people leaving a volunteer fire or EMS organization, but it's typically not the real reason. Leadership points to training so they don't have to accept reasonability for volunteers leaving and accept responsibility for fixing things. It's always the state or the NFPA or OSHA who requires all this training that drives volunteers away, it's never the chief's fault. And, people who leave are likely to be polite and don't want to insult anyone on the way out, so they give a vague reason and tacitly accept the idea that it was too much training. But, when get people to talk anonymously, the truth comes out.

It has been my observation that the departments that do the most training recruit and retain volunteers better than those that do less. For people joining a volunteer fire or EMS department training is engaging, it pushes aside cliques and groups making competency more important, it gives you a reason for participating and makes people more confident when responding to emergencies.

The NVFC survey identified some specific actions that we can take to improve our departments and our leadership. Here are a few that were cited by large numbers of volunteers and former volunteers.

Fifty-four percent (54%) of current volunteers and forty-four percent (44%) of former volunteers recommend something as simple as providing for annual awards, honors and years of service awards. If you aren't doing this, start. Let's take the advice of the people we lead. This is such a simple and inexpensive activity; there is no reason not to do it.

The next most suggested solution was that departments create mentorship programs pairing new volunteers with more experienced members. The police are really good at this and we are really bad at this. Forty-two percent (42%) of former volunteers suggested this, as did sixty-two percent (62%) of existing volunteers.

The need to provide new volunteers with advice and information about how to fit volunteering into the rest of their life was suggested by forty-seven percent (47%) of current volunteers and twenty-nine percent (29%) of former volunteers.

This is an interesting split between the groups. The numbers on each side are large enough that we leaders need to take notice. But, this might be a signal from our current volunteers that we aren't doing enough to make volunteering work for them, but that the cliques and leadership issues were a bigger reason people actually left.

The NVFC has a great publication "What to Expect: A Guide for Family Members of Volunteer Firefighters." That you can get as a PDF from the NVFC website (www.nvfc.org/wp-content/uploads/2015/09/Family_Guide.pdf) and give it to all of your members and new members. It is guide for members and their families on how to make the family-work-volunteer balance work. Check it out.

A majority of both groups suggested that leadership should conduct "stay interviews" whenever a volunteer's participation is seen to be waning. They felt that early intervention would prevent people from leaving.

Yes, there are reasons people leave your department that you can't help. Many call/volunteer firefighters leave when they get a career firefighter job. People move away, join the military, go college, or have changing work/family situations that require them to leave your call/volunteer force. But, far too many leave because they don't feel welcome or appreciated, or they leave because leadership ignores them and their concerns. We can fix this. We must fix this.



NVFC Honors Recipients of 2020 Fire Service Achievement Awards

by Tom Burnett, MCVFA President

he National Volunteer Fire Council (NVFC) has honored outstanding members of the fire service with its annual achievement awards. While these awards are typically presented in person at the NVFC board meeting, this year they were presented locally due to the COVID-19 pandemic. NVFC Chair Steve Hirsch was able to speak with award winners through video conferencing, and NVFC representatives were also on-site at the presentations when possible.

"While we had to present the awards a little differently this year, we are thrilled to recognize these remarkable individuals for the impact they have made on their departments, communities, and the volunteer fire service," said Hirsch. "Now more than ever, the commitment and service that these recipients showcase serve as an inspiration not only for their fellow volunteers, but for the nation and world."

NVFC Massachusetts Director Michael Bird was recognized posthumously with the E. James Monihan Director Award. This award is bestowed upon board members who go above and beyond in their service to the NVFC and is not necessarily given out each year. Bird's wife, Kathy, accepted the award on his behalf.

Captain Michael Bird

E. James Monihan Director Award Award sponsored by Provident

Captain Michael Bird's dedication to the NVFC and fire service community is a testament to his lifelong passion for the fire service. After first becoming a firefighter in 1962, Bird joined the Wareham Fire Department in 1972 and served as station captain for 35 years. He worked to further the fire service at the local, national, and international level and was a founding member of the Massachusetts Call/Volunteer Firefighters' Association as well as a founding member/president of the New England Volunteer Fire & EMS Coalition.

Bird represented Massachusetts as a director on the NVFC board from 1993 until his death in 2019. He served on several committees during his tenure, including the Executive Committee and Nominating Committee. As chair of the Bylaws Committee, Bird was a guiding force in transitioning the Nominating Committee to a standing committee, incorporating EMS fully into the NVFC's bylaws, and creating the NVFC's EMS/Rescue Section. He was a strong proponent of expanding

dialogue and idea-exchange throughout the worldwide fire service and led the efforts as chair of the International Relations Committee. He was always looking for ways to strengthen the NVFC community, and he did so through membership, governance, and relationships with partners and allies. Bird's dedication to his community extended beyond his contributions to the fire service. In addition to working as a self-employed manufacturer's representative, he served as a police dispatcher and mentor for new hires. He was also a charter member of the Knights of Columbus Vincent A. O'Brien Council #5254 and a founder of Wareham Youth Soccer.

Award Sponsors

About the National Volunteer Fire Council

The NVFC is the leading nonprofit membership association representing the interests of the volunteer fire, EMS, and rescue services. The NVFC serves as the voice of the volunteer in the national arena and provides critical resources, programs, education, and advocacy for first responders across the nation. Learn more at www.nvfc.org.

About Provident

For over 90 years, we have been providing benefits to emergency service personnel who put their lives on the line for their fellow Americans every day. Responders are entitled to the best. Provident Agency offers dependable, comprehensive accident & health protection meeting the changing needs of today's emergency responders. www.providentins.com

MCVFA's Response to the Award

The Massachusetts Call/Volunteer Firefighters Association is very proud and honored that one of our founding fathers and long-standing state officer and director to the NVFC was recognized by the National Volunteer Fire Council for all the hard work and dedication Mike did for the fire service. We send our thanks to them and his family for the years Mike gave us and the fire service on a well-deserved award. I would like to thank NVFC and the committee that selected him, as well as Provident for sponsoring this award

I knew James Monihan personally and had many good conversations about the call and volunteer firefighters from his state and all the legislative work he did. I know Mike would be humble and proud to have been chosen for this award.

MEMBERSHIP IS MEMBERSHIP IS MINISTRACT MINISTRAC

oon, the MCVFA will be sending our annual dues renewal packages to your department. You should expect them in April 2021. Annual membership runs on the standard municipal fiscal year, July 1 to June 30th of the next year.

You get a lot of value for your \$20 per year in dues to the MCVFA.

The MCVFA is the primary advocate for call/volunteer firefighters and their departments in Massachusetts. The

MCVFA advocates for more and better training, financial benefits for injured, disabled, or killed in the line-of-duty call/volunteer firefighters. The MCVFA provides representation on the Massachusetts Fire Training Council, the Massachusetts Fire Service Commission, and the Emergency Medical Care Advisory Board.

The MCVFA also participates on a national level through its representatives to the National Volunteer Fire Council (NVFC).

Additionally, membership in the MCVFA entitles your call/volunteer members to:

- \$14,000 Death & Dismemberment Insurance (both on and off duty)
- Subscription to Smoke Showin' MCVFA magazine
- Scholarships
- Discount Insurance from Liberty Mutual

- Discount Tuition at Anna Maria College
- Training Assistance & Materials

All call/volunteer fire and EMS providers can be members. Full time chief officers of combination departments can be members.

For more information about your membership in the MCVFA you can go to our website at www.mcvfa.org or email me at mmmsb@comcast.net.



THE NEED FOR CORRECT REPORTING

hy does the fire service want to know if smoke alarms were present, if they operated, and if they alerted residents to a fire? Why do we ask if the smoke alarms alerted residents for confined fires?

The entire reason for collecting fire data is to determine who is getting hurt in fires, how and why. As a society, we have decided that everyone must have smoke alarms to give them early warning of a fire. Since most homes do not have fire sprinklers, smoke alarms are the only device that gives people a chance to save themselves.

The fire service knows that people disable their alarms or fail to maintain them. Or do we? How do we really know that? Massachusetts fire departments have been installing smoke alarms in people's houses for years. Are the alarms still working in fire incidents, no matter how small or large? How do we know they are working?

While researching and writing the 2019 Annual Report of the Massachusetts Fire Incident Reporting System (MFIRS), we found that many incident reports listed the presence of smoke alarms as 'undetermined'. The most common type of building

fire call is a confined cooking fire - Incident Type = 113 on the Basic Module. These are the easiest types of calls to mitigate. It is also easy to determine if smoke alarms are sounding when you arrive on these scenes. You can also ask the residents if the alarms sounded. Despite the ease of determining whether the alarms sounded, we are not completely documenting these incidents when 61% of Massachusetts fire departments report 'Undetermined' in the Detector Alerted field in more than onequarter of these types of calls.

In 2019, there were 13,514 total residential building fires reported to MFIRS. These fires accounted for 84% of the 16,086 total building fires. Nine thousand five hundred and seventythree (9,573) were residential cooking fires confined to noncombustible containers (IT = 113). This accounts for 71% of all residential fires. Two hundred fifty two (252) fire departments and districts reported at least one confined cooking fire in 2019.

- 73 (nearly 1/3) fire departments report Detectors Alerted as 'Undetermined' in only 10% of these calls. These departments seem to be collecting the data 90% of the time.
- 154 (or nearly 2/3) fire departments report Detectors Alerted as 'Undetermined' in more than 25% of these
- Finally, 77 (or 1/3) fire departments reporting Detectors Alerted as 'Undetermined' 100% of the time. It seems they are not even trying.

This data makes it difficult to determine:

- If smoke alarms were installed or removed;
- If the alarms were working;

73

80

70

60

• If fire departments are correctly identifying smoke alarm performance.

From 2015-2018, the S.A.F.E. Program's End of Year Reports show that fire departments installed over 28,500 smoke alarms in the Commonwealth. This is a great investment in community risk reduction.

Some of these fire departments are the same ones who report 'undetermined' in the Detector Alerted field for a majority of confined cooking fires. The missing data is critical to understanding the success or failure of their smoke alarm installation programs.

Detector Alerted information is also important to determine smoke/CO alarm performance. If fire departments finding smoke alarm failures, manufacturers and fire code officials need to know. The reasons for failure are also important. Are they malfunctioning? Not maintained? Disabled? Why? Since there are a limited number of homes with sprinklers, people need their one protective device to be working.

Quality Control Report: Tools to Improve Data

Last November, the Fire Data & Public Education Unit distributed the 2020 Mid-Year Quality Control and Feedback Reports to the head of every fire department in Massachusetts. One of the quality control reports is Detector Status by Incident Type in Building Fires. The report details the number and percentage of reported Detector Status and Operation in building fires broken down by Incident Type. The purpose of this report is to detect high percentages of 'Undetermined' in these fields, and high percentages of non-functioning detectors. The feedback reports for all of 2020 will be available by March of 2021. The data can help you analyze detector status and operation in your community.

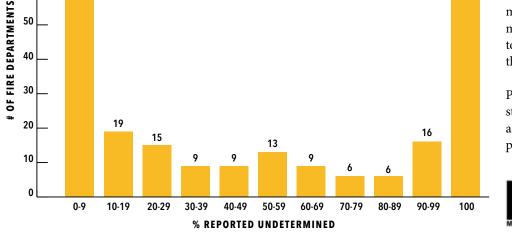
Train Your Firefighters to Listen for Smoke Alarms

We encourage all departments to train firefighters to make

77

it a habit to notice if alarms are sounding when they arrive at a fire incident. Also, train everyone to report the information correctly in MFIRS. This is critical information in a fatal fire investigation. It is also very important data for policy makers, code officials, and alarm manufacturers so they can respond to the reality of smoke alarm use in their communities.

Paying attention to smoke alarm status allows everyone to have an accurate picture of smoke alarm performance in Massachusetts.



2019 FD's Percentage of Undeterminded Alarm

Alerted in Confined Cooking Fires





TRAINING TOPICS INCLUDE

- Fundamentals of TIM & terminology;
- Notification and scene size-up;
- Safe vehicle positioning;
- Scene safety;
- Command responsibilities;
- Traffic management;
- Special considerations;
- Clearance & termination.



Traffic Incident Management

FREE First Responder Safety Training

THE MASSACHUSETTS TRAFFIC INCIDENT **MANAGEMENT TASK FORCE**

The Massachusetts TIM Task Force is comprised of thirteen agencies and professional organizations representing a cross section of local, state, and federal entities, as well as public and private partners who respond to traffic incidents in the Commonwealth. Since 2014, over 4,000 Massachusetts partners have participated in the 4-Hour Responder Training Program. The primary goal of the TIM Responder Training Program is to improve safety through mutual support and communication.

WHO SHOULD ATTEND

Law enforcement officers, fire and rescue personnel, transportation professionals (e.g., operations and maintenance staff), public works personnel (e.g., city engineers, traffic engineers), emergency medical services (EMS) personnel, towing and recovery personnel, hazardous material (HAZMAT) responders.

WHY YOU SHOULD ATTEND

- Every 3 days a public works employee is struck and killed in a roadway work zone.
- On average a towing professional is killed every 6 days.
- Over the last 24 years, 278 police officers were struck and killed.

OEMS CONTINUING EDUCATION

This program is approved by the Massachusetts Office of Emergency Medical Services for four (4) hours of continuing education credit.

QUESTIONS & HELP

For information about course offerings in your area, please contact the Massachusetts Traffic Incident Management Task Force by email at matimtf@state.ma.us, or call Peter Cusolito at Ranger Security & Emergency Preparedness LLC, 508-450-6278 or Ed Gincauskis, Coordinator of Emergency Preparedness, MassDOT 617-946-3046.

Two Firefighters: Do You Have Plan? Do You Practice It?

Like it or not, it's a real possibility for many small fire departments that the first engine to arrive at a fire will have only two firefighters on board, and help may be six minutes, ten minutes or longer away. With one engine and two firefighters your options are limited and you better have a well-practiced plan. Otherwise, you risk getting hurt or killed, and you won't meet the mission.

Here's a template for a training evolution you can start using right now to prepare for the two-firefighter fire attack using a transitional attack mode. You start with two firefighters knocking down flames from the exterior, and then you transition to interior operations when you get at least six firefighters on location. Six firefighters allow you two firefighters on the attack line, an initial RIT team of two, a pump operator, and an incident commander.

The diagram on the opposite page is the drill. Its goal is to help you be proficient at the actions you will take on arrival and for the first four to six minutes. If you practice this regularly, you'll get good at setting up, sizing up, and knocking down fire.

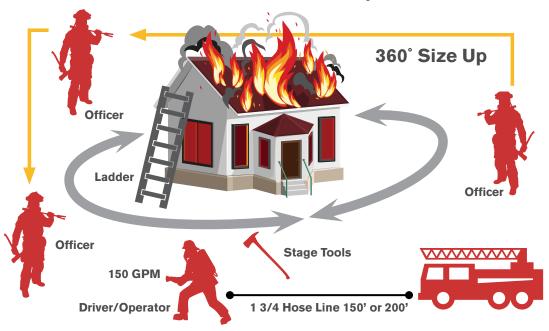
You can and should modify this drill to suit your equipment, staffing, and other resources.

In order to become proficient, you need to practice skills like these more than once a year. Quarterly or more often is best.

Also, outside, small group drills like this are the safest way to train under COVID conditions. 🔯

NVFC Model Engine Company Evolution #3

Two Firefighter Attack/Transitional Attack/Unoccupied Home A NFPA 1410 Inspired Evolution



Objective: To establish a safe & effective transitional fire attack at such times as when the first arriving apparatus is understaffed with two or three firefighters. The engine company will do a 360 size-up, stretch and charge an 1 ¾" attack line to an exterior position to knock down the fire with a 150 gpm+ flow, and stage tools and ladders, while awaiting additional resources to transition to an interior attack.

Evolution Description:

Engine or Quint sets-up at Side Alpha of the simulated fire building. Officer gives an initial radio report. Officer does a 360 degree size-up of the building and fire. Driver sets up truck for fire at tack. Officer & Driver stretch 200' 1 3/4" attack line to point of exterior fire attack & flow 150 gpm+ for 30 se conds. Officer & Driver stage tools at point of entry and raise ladder as

Officer & Driver hold fire until additional resources arrive.

Evaluation Criteria:

360 degree size-up completed.

Attack line shall be completely deployed from hose bed. Nozzle shall be flowing at least 150 gpm at the appropriate nozzle pressure, solid or straight st ream. Time begins when the engine stops and sets its parking brake at the simulated fire and time ends when the hose line has flowed for 30 seconds. Tools & ladder staged/set properly.

Recommended Maximum Time: 4.5 Minutes

Reference NFPAA 1410, 2015 Edition; Training for Initial Emergency Scene Operations



Everything you need to know to produce a presentation for a live audience, your local cable access channel, your department's website, or on YouTube.

ABSTRACT: The Surviving a Fire: Seconds Count seminar explains why fires in today's homes are more difficult to survive than in a "legacy" home. It is a multi-media presentation that suggests ways to survive a fire. The seminar discusses the open floor plan concept, synthetic materials, and flashover. It explains the keys to survival - smoke alarms, family escape plan, closing bedroom doors, and home fire sprinklers.

The full program, geared to a presentation before a live audience, consists of a scripted portion (Chief Officer introduction and PowerPoint presentation, which runs under 20 minutes) followed by a question and answer session of variable length.

If a live audience is not possible, a program can be produced and recorded, adjusted to fit the audience and time slot available to be shown on your town's cable access station, your department's website or on YouTube.

OVERVIEW: I have been presenting this seminar since 2016, the last time on November 19, 2019. It was recorded by our local cable TV access station and ran a bit under 30 minutes. To see it: https://holdentv.com/show/surviving-a-fireseconds-count/.

My presentation had an audience to ask questions, handouts, props, photo/display boards. The PowerPoint presentation included professionally prepared animations. Among my props were objects that the audience could pick up and look at, including objects of my own personal close calls, where a fire could have started.

My most important prop was a smoke alarm, commercial sprinkler head and a home fire sprinkler cover plate mounted on a piece of wood. It showed the audience how small the home fire sprinkler was in relation to the smoke alarm, barely visible when mounted on the ceiling. The cover plate was held in place by Velcro. I could remove it and the sprinkler head would drop down. The audience not only heard about how home fire sprinklers worked in the PowerPoint presentation, now they could pick up my prop, and examine it, and see how it actually worked. This reinforced how this very small, inexpensive device might one day save their life.

The goal for my seminar today is to deliver the most information, for the most people, in the shortest amount of time. Written using Microsoft Word, Excel and PowerPoint, any fire department can easily tweak it to make it suitable for a presentation based on their audience and time constraints. At some future time we will be doing live presentations again. That doesn't stop us from providing the same life-saving information today.

THE AUDIENCE: The presentation should be geared to your audience, while always discussing the keys to survival - smoke alarms, family escape plan, closing bedroom doors, and home fire sprinklers. (When my audience was a group associated with the fire service my presentation lasted 5 minutes.) Who is your audience? - the general public, mayor or select board, finance committee, planning board, state representative or state senator? What are your objectives in the presentation to this group? The answers to these questions will help you develop your own presentation.

PRESENTATION FOR A LIVE AUDIENCE: The chief officer introduction (which takes about 3 minutes) welcomes the audience, advises them of emergency exits and meeting place, then mentions the 4 keys to surviving a fire: smoke alarms, family meeting place, closing bedroom doors and home fire sprinklers. The keys to survival will be reinforced many times after that - in the PowerPoint presentation's animations, by the speaker, in the handouts, on the photo/display boards. During the chief officer's opening remarks photos of actual fires in the community are shown. The chief officer then introduces the speaker, who asks the audience to hold their questions until the end of the PowerPoint presentation. The presentation, which runs about 15 minutes, goes into greater detail on the keys to survival, and touches on ancillary topics - open floor plan concept, synthetic materials, flashover, visible house numbers, risk/reward, commonly heard home fire sprinkler misconceptions.

The chief officer then asks if anyone in the audience has a question on any subject dealing with fire prevention or fire survival, whether discussed in the presentation, or not. The seminar has gone from 18 fully scripted minutes, to an openended question and answer session, something like a press conference. I have developed questions and answers in major categories: Backdraft and Flashover, Carbon Monoxide (CO), Closing Doors, Communications, Escape, Extinguishment, Family Escape Plan, Fire Prevention / Public Education, Frozen Pipes, General, Home Fire Sprinklers, Lightweight Construction, Smoke Alarms and Ventilation. I supply my "possible answer" or "your decision" if I don't feel technically qualified to give a possible answer.

(Once again, everything being presented here are suggestions. This is a starting point for you to use, modify, add, delete, correct (I'm sure there are typos and material that you don't agree with). You can easily change anything to meet your needs.)

RECORDED FOR LATER VIEWING: Your department may have experience in video recording, but if not, here are some suggestions. Your town's local access television group may be able to assist; you may have organizations in your town or residents that can help. The beauty of a producing this type of video is that it is 100% controllable. The script is developed,

Online Contents of **Surviving a Fire: Seconds Count Seminar**

SAF00	READ ME FIRST (this page)	Excel
SAF01	SAF seminar overview	Word
SAF02	Appendi x A - first things first	Word
SAF03	Appendix B - Chief Officer comments	Word
SAF04	Appendi x C - downloads and handouts	Word
SAF05	Appendi x D - photo boards, props, close calls	Word
SAF06	Appendix E - reference manual	Word
SAF07	Appendi x F - after the PowerPoint	Word
SAF0B	Why house fires burn quickly, more deadly	mp4
SAF09	Tree fire 512kb	mp4
SAF10	Don't Wait Plan Ahead (Close Before You Doze)	mp4
SAF11	FireTimelineFullSize	mp4
SAF12	Factors delaying exit	Word
SAF13	Tri-fold	Word
SAF14	Additional resources	Word
SAF15	Family fire survival checklist	Excel
SAF16	Critique	Excel
SAF17	PowerPoint with narration, animations	pp
SAF18	PowerPoint without narration, animations	pp
SAF19	Appendi x G - All PowerPoint notes	Word
SAF20	Appendi x H - the presentation	Word
SAF21	Appendix I - MCVFA articles	PDF

then taped, edited, re-edited, portions possibly re-taped to produce the final product. You can include PowerPoint, speakers, portions of other recorded events, displays of props (commercial and home fire sprinklers, etc.). You can certainly use portions of your presentation and, by adding or deleting parts of it, produce other videos for specific audiences - general public, town officials, etc. The finished presentations can be uploaded to your department's website or YouTube.

PRESENTATION FOR A LIVE AUDIENCE AND LATER

VIEWING: To get maximum value of your efforts consider producing a presentation for a live audience, taping it, then use it as the beginning point for taped presentations to the various audiences.

FINAL COMMENT: Everything discussed in this article is discussed in greater detail online (see sidebar). Contact me for an access code, or for questions/comments about this article: ira@fire-police-ems.com.

About the Author: Ira Hoffman has served as Public Information Officer and/or Department Photographer for various Central Massachusetts fire departments.

CARVER STRUCTURE

by Chief Craig Weston

On Sunday, July 19, 2020 at 8:26pm, Carver Fire Company's 1, 2 and 3 were dispatched to a reported house fire on Great Meadow Drive with an occupant who called 911, trapped on the second floor. Five CFD Firefighters that live in the immediate area responded directly to the incident, discovering a woman screaming from the second floor with heavy fire on the floor below. Their story is below...

On Sunday, July 19, 2020, at 8:26pm, our Public Safety personnel responded to a structure fire where a woman was trapped by fire on the second floor of her home. Carver Firefighters Chris Mahoney, Todd Sexton, Kam Murphy, Matt Barrington, John Lovendale and

Police Officers Glenn Gillan, David Heikkila and Public Safety Dispatcher Peter Leopardi, worked together, ultimately saving a person's life.

Carver Public Safety Dispatcher, Peter Leopardi, received a frantic call from a woman saying that her house was on fire and that she was trapped on the second floor. While trying to keep the woman calm, Dispatcher Leopardi toned out Carver Fire, Carver Police and Carver EMS to respond. While Firefighters assigned to each of our three fire stations were responding to the fire incident, these five Firefighters and two Police Officers responded directly to the fire emergency. As per our Carver Fire Response Guideline, a Firefighter that lives within a ½ mile of a fire incident will respond directly to that incident, while other Firefighters respond to their respective station to respond with appropriate fire apparatus. This policy ensures that one or more Firefighters that live close to the emergency can arrive quickly and start to assist and mitigate the incident.



Photo courtesy of Plympton Fire Captain John Jostedt.

As each arrived, they heard and witnessed a woman screaming from a second story window with heavy fire conditions exiting the windows on the floor below and thick black smoke pushing from the window above her head. Firefighter's utilized a ladder borrowed from a neighbor's house to reach the window where the woman was in obvious distress. A neighbor had already attempted to reach the women, but was unsuccessful as the smoke and heat pushed him back. Firefighter Chris Mahoney, who was first to arrive on scene, made two separate attempts to climb the ladder and try to convince the woman that she needed to exit immediately. Firefighters and Police Officers below helped to steady the ladder and then reposition it for a second attempt at the rescue. While this

was going on, Public Safety Dispatcher Peter Leopardi managed to keep the woman on the phone, constantly reassuring her that help was on the way and that she would be ok. Peter did a great job trying to keep her calm and telling her that she needed to try and get out the window herself. The woman was obviously very scared.

In the meantime, the fire had progressed up the stairwell from below and had blocked her exit from the bedroom. Police Officers Dave Heikkila and Glenn Gillan worked to open a rear slider door to try and make entry to reach the woman inside, however the fire and smoke was too intense. Upon opening the sliding door, a trapped dog was found in distress and immediately rescued. One Firefighter grabbed a garden hose and tried to protect the rescuing Firefighters from the high heat and flames now escaping the window next to the ladder. A six-person fire attack crew from Engine 2 now arrived on scene, with orders to make entry into the main fire room and

try to reach the second floor to assist in the ongoing rescue. On Firefighter Chris Mahoney's second attempt up the ladder, he was able to get a good hold of the trapped woman and forcibly pull her onto the tip of the ladder, head first. In one motion, the woman and Firefighter Mahoney descended down the ladder where Firefighters below were able too slow their fall and grab the woman. From there, these Firefighters and Police Officers moved the occupant away from the building and into Carver EMS care. Firefighters were able to extinguish the fire on the first floor and rescue a cat that was trapped between a first and second floor void space. The cat, which was suffering severe heat and smoke inhalation, was given oxygen via a pet friendly O2 mask carried in our command cars, and eventfully recovered.

We received word later that evening that the woman rescued was doing well and talking with her family while at the hospital. She has since recovered, is back home with her family and with us here tonight!

There is no question, that if Firefighters, Police Officers and EMS personnel did not work together, a life might have been lost.

54 Carver Firefighters utilizing 15 pieces of apparatus, 2 Police Officers and 2 Ambulance crews immediately responded to the structure fire. Five Firefighters and two Police Officers were on scene within 2 ½ minutes, Chief Fire Officers within 3 ½ minutes and Engine 2 with a full crew of Firefighters within 5 minutes.

The following Carver Public Safety Personnel received Awards

- Firefighter Todd Sexton will be receiving a Life Saving Award
- Firefighter Kam Murphy will be receiving a Life Saving

 Award
- Firefighter John Lovendale will be receiving a Life Saving Award
- Firefighter Matt Barrington will be receiving a Life Saving Award
- Police Officer Glenn Gillan will be receiving a Life Saving Award
- Police Officer David Heikkila will be receiving a Life Saving Award
- Public Safety Dispatcher Peter Leopardi will be receiving a Life Saving Award
- Firefighter Chris Mahoney will be receiving a Medal of Valor Award for his unselfish and heroic actions in making two attempts to remove the trapped women from the second floor.

Carver's Public Safety Chiefs are extremely proud of each and every one of you Public Safety Responders!



Photo courtesy of Carver firefighter Steve Falconer.



Photo courtesy of Plympton Fire Captain John Jostedt.



 ${\it Photo \ courtesy \ of \ Retired \ Carver \ firefighter \ Steve \ Blanchard}.$



Photo courtesy of Retired Carver firefighter Rick Leopardi.

A Local Group Develops an Innovative Approach to Teaching Basic First-Aid to the Community



by Frank M Speth, III

Erik Davidson started out as an EMS-B in Lee, MA for the Lee Ambulance Squad and had become a Medic shortly before departing from Lee Ambulance. Erik presently works at Northfield EMS as a Paramedic and Public Education Coordinator. Erik has always been involved in the community, and is doing positive for the EMS Community. Erik and his wife, Jo-Ann, started Start 'Em Early Foundation for youths of the community to teach them the basics of First Aid, CPR and what it is like to be in the EMS field. Both Erik and his wife are providing a great service to the communities that they serve.

When deciding on a career path in emergency medical services, first responders dedicate their lives to helping those who need help in their darkest times. First responders deal with all types of emergencies, from strokes, traumas, and heart attacks. These are the emergencies that come to mind. Many emergencies are not physical, but behavioral. Events such as a house fire, or the illness of a close family member, can bring about a crisis for a sensory challenged individual. A local family has taken this issue to heart and looked for a way to make it easier on those who suffer from these issues.

The Davidsons are parents of a child on the autism spectrum, and Jo-Ann is a special education teacher. The curriculum is based on those from scouting, young Marines, and other civic groups. Most of the instructors are volunteer adults who work in fire, EMS, law enforcement, or are certified first responders.

The signature project is the "Sensory Sack". This is a tool kit that is provided to fire, police, and medical agencies to better equip them to provide services to those that suffer from sensory difficulties. Items included in the sack are: noise cancelling headphones, Rubix Cube, a weighted animal, a feelings wheel, whiteboard/marker, shiny bead necklace, stress ball, fidget spinner, fidget cord, Play-Doh, bubbles, mini paddle ball, mini flute, texture square, and a marble fidget tube. These items were selected based on ease of use and adaptability across various situations in consultation with educational and sensory awareness specialists. Sacks have been donated to departments across the Eastern coast and beyond.

The Start 'Em Early Foundation is a 501(c)3 certified foundation. More information and pictures can be found on their Facebook group page or can be contacted via email at startemearly@gmail.com. 🔀

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REGION (1)

Covering the counties of Barnstable, Bristol, Dukes, Middlesex, Nantucket, Norfolk, Plymouth

Vice President Christopher J. Hajder, Swansea

Greetings from Region 1

I hope this issue finds you in good health and spirits as our nation continues to struggle with this seemingly unending pandemic called Covid19. With the New Year here, I can personally say I look forward to seeing 2020 in the rearview mirror. I look forward to the day when we can hug a loved one, shake the hand of a friend and go out in public without a darn mask.

Unfortunately, we were unable to hold the Annual Meeting of MCVFA in October in Carver due to Covid concerns. The E-Board continues to look at future dates and venues to host a meeting safely. Thanks again to Chief Weston and the members of the Carver FD for stepping up to host.

As we all know holiday safety is a high priority in the fire service. Take the time to help an elderly neighbor with essential needs, like an operating CO detector and other miscellaneous household safety checks. Check your own household for electrical cord safety, expired smoke detectors, batteries and Christmas tree light safety. Be kind to one another and as always I thank each of you for dedicating yourselves to your community. President John F. Kennedy in his inaugural address inspired children and adults alike on the importance of civic action and public service and spoke these famous words, "Ask not what your country can do for you - ask what you can do for your country". He challenged all of us to do some public good and I believe all those who serve as a member of the MCVFA are champions of the very premise President JFK spoke of. I would like to take this opportunity to wish each and every one of you and your family Merry Christmas and Happy New Year 2021!

Thanks for making a difference in the Commonwealth and stay safe my brothers and sisters!

REGION 2

Covering the counties of Essex, Middlesex Coordinator Lisa Evans, Groveland

What's happening in Region 2? Can you say AFG and SAFER?

Let me give you a little background information first. I hear AFG grant thrown around the station like I'm supposed to know what an AFG grant is.

AFG stands for Assistance to Firefighters Grant. The primary goal of the AFG is to meet the firefighting and emergency response needs of fire departments and nonaffiliated emergency medical service organizations.

Since 2001, AFG has helped firefighters and other first responders obtain critically needed equipment, protective gear, emergency vehicles, training, and other resources necessary for protecting the public and emergency personnel from fire and related hazards.

Another important grant for firefighters to be familiar with is the SAFER Grants, Staffing for Adequate Fire and Emergency Response Grants (SAFER).

SAFER was created to provide funding directly to fire departments and volunteer firefighter interest organizations to help them increase or maintain the number of trained, "front line" firefighters available in their communities.

The goal of SAFER is to enhance the local fire departments' abilities to comply with staffing, response and operational standards established by the National Fire Protection Association (NFPA).

Now we can discuss what is happening in Region 2.

Formerly, many departments that have been all call/ volunteer departments are now, or soon to be, a mixed department having some career and some call/ volunteer firefighters in place. Groveland has recently accepted AFG funding adding additional coverage for their community. Groveland will have a total of three career firefighters on staff during the weekdays effective January 2021. The reason? An increase in population,

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an increase in new construction, and an increase in the number of over 55 communities have lead to an increase in the number of calls and requests for medical assistance.

The AFG and the SAFER grants are working to help departments meet their goals of improved access to first responder care, quicker response time and protecting the community from fire and other hazards. Maybe your department is a good choice as a AFG or SAFER Grant recipient.

For additional information search: Assistance To Firefighters Grants at www.FEMA.gov.

Let's finish with a knit pick thing regarding the types of firefighters: call/volunteer vs. career firefighters.

First and foremost, all firefighters are required to be professional.

I have heard people refer to career firefighters as professional firefighters.

The distinction between a call/volunteer firefighter and a career firefighter is not professionalism; it's what your primary every day job is. For a call/volunteer, it's something other than firefighting. We have the same training requirements, the same obligation to protect our community and to watch out for our brother and sister firefighters. Remember, all firefighters are expected to be professional.

My wish is for you to Stay Safe and Healthy, my Brothers and Sisters in Fire. 🔯

REGION (3)

Covering the counties of Worcester, Middlesex, Norfolk Vice President Michael Goldstein, Sherborn

MFA Call/Vol Class 086 - Graduation (finally) but with a difference

Massachusetts Firefighting Academy (MFA) Call/ Volunteer Recruit Firefighter Class 086 successfully graduated the Massachusetts Firefighting Academy on Thursday, November 5, 2020. The press release of the graduation is available at https://www.mass.gov/news/ callvolunteer-recruit-firefighter-class-86-graduates.

Due to the Covid-19 pandemic, the commencement exercises held at the Department of Fire Services (DFS) in Stow were very different from past MFA graduations. Attendance was restricted to only the graduates themselves, as well as Class 086 Lead Instructor Robert Rogowski and Assistant Lead Instructor Richard Ares, Call/Volunteer Firefighter Training Programs Coordinator Christopher Norris and Assistant Coordinators Michael Dupuis and Bruce Antone, Recruit Programs Coordinator Dennis Ball, and State Fire Marshal Peter Ostroskey. Also in attendance were MFA Registration Assistant Christine Dansereau, DFS Media Specialist Coordinator Christina Mitchell, and bagpiper Todd Bowdridge of the Worcester Fire Brigade Pipes and Drums. Unlike previous MFA graduations, no guests (parents, spouses, Fire Chiefs, representative of MCVFA, etc.) were allowed to attend. Instead, the 40-minute ceremony was broadcast on Facebook Live.

Prior to the start of the commencement exercises, Class 086 President Timothy Clark of the Harvard Fire Department had the opportunity to address the Class and lead instructors, and Class 086 made a special presentation to Ms. Dansereau in recognition of her outstanding service especially in light of the additional requirements due to the pandemic.

The commencement exercises began with the entrance of the members of Class 086 accompanied by bagpipes played by Mr. Bowdridge. Mr. Ball welcomed the class and served as the Master of Ceremonies. Pastor Matthew Roias of the Millville Fire/Rescue Department, who was also a member of Class 086, gave the Invocation. During the commencement exercises, Fire Marshal Ostroskey gave formal remarks to the Class, lauding them for their accomplishments particularly during challenging times and welcoming the graduates into the ranks of Massachusetts firefighters. Program Coordinator Norris presented the Martin H. McNamara Outstanding Student Award to Tabitha L. Conway of Southborough Fire Department. Mr. Dupuis then called up each firefighter and Fire Marshall Ostroskey presented each with their MFA diploma. After the presentation of the diplomas, the Class 086 plaque, which will be displayed at the DFS Stow campus facility along with those from all prior MFA classes, was presented to Mr. Rogowski, Mr. Ares, Mr. Dupuis, and Mr. Antone by Arthur Fenno of the Sherborn Fire Department and Eric Gamage of the Harvard Fire Department. The commencement

exercises concluded with Pastor Matthew Roias providing the Benediction, followed by the exit of Class 086, again accompanied by bagpipes played by Mr. Bowdridge. A video of the graduation is available on YouTube at https://youtu.be/vT3AmUTInPw.

Graduating members of Class 086 represented a variety of MCVFA Region 3 area fire departments, including Athol, Ayer, Barre, Berlin, Dover, Dunstable, Groton, Harvard, Holden, Hopedale, Leicester, Millville, Oxford, Pepperell, Princeton, Sherborn, Shrewsbury, Southborough, Stow, Tyngsborough, Upton, Uxbridge, West Boylston, and Weston. (One member of Class 086 was from Carlisle, which is just outside Region 3).

Collectively, Class 086 reflected the changing and expanded nature of call/volunteer fire departments. Class 086 had a notable diversity of ages: while the youngest was 18 years old, six of the graduates were over 50, and of those, three were 56 or older at graduation. In addition, 10 of the members of Class 086 were women, which may be the most number of women graduating in a Call/Vol class. Thus, over 26% of the graduating class were women, and almost 16% of the class was over 50 and almost 8% was over 55.

MFA Call/Vol Class 086 was also a class of many firsts. This class started in the midst of the Covid-19 pandemic, with its orientation on Monday, June 29, 2020, and its first class online on Tuesday, July 7, 2020. As a result, Class 086 was the first Call/Vol class to start once the pandemic hit. Beyond having many classes online, Class 086 was the first Call/Vol MFA class to follow many of the new procedures put in place due to Covid-19, including wearing face masks, staying at least 6 feet apart, and having temperatures taken twice a day at least. About half of the members of Class 086 were part of Class 083, which had started on March 1 but was shut down in the evening of March 15, 2020, just after the class that morning had completed Exam 1 and had their first experience in the burn building (beware the Ides of March). Class 083 was the only class in MFA history to be cancelled completely; another (unfortunate) first.

Despite the difficulties raised by the pandemic, Class 086 notably was the first Call/Vol class in the history of the MFA where the entire class passed the Pro Board Firefighter 1/2 exam on the first try. The MFA instructors noted how proud they were of Class 086 for this accomplishment.

Class 086 expresses their thanks to the MFA instructors for their time in providing safe and successful training during the pandemic.

Other Region 3 News

Due to the pandemic, there has not been a Region 3 meeting. Meetings may resume in the winter depending on the course of the pandemic.

Please pass along any news, new apparatus, pictures, or details of special events or actual fires you would like to share to vpregion3@mcvfa.org so we can feature YOUR department or association in the next *Smoke Showin*'.



Covering the counties of Franklin, Hampden, Hampshire Vice President Kevin Connolly, Northfield

Hope this finds you and yours in good health and spirits!

I realize that during these times, especially during the winter months, you and your departments may have concerns about continuing your training. It is nice to see departments around the state following the recommended protocols and protecting their members.

As call/volunteer firefighters, we are able to solve unique problems that face us from time to time. I am sure that we have used our unique solutions to continue training in our current situation. While outside training may have been a bit easier, inside during the colder months will bring its own problems and solutions. Anyone with kids in school knows full well about remote learning.

If you follow our State and local Facebook pages, we have occasionally had links to a training page. We will try to increase these links for your convenience. There are many of these training links out there; they can be combined with hands-on in-house trainings. The MCVFA has links to the NVFC as well as VFIS. The NVFC's Virtual Classroom provides courses that can be taken online. All courses are free for NVFC members. In addition, they have other courses free to all firefighters and EMS providers. VFIS has developed VFIS University (www.vfis.com/vfis-university-online-fire-classes) to improve safety and operations in the fire and EMS services

If you have a particular link you'd like to share, let us know.

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Remember: Wash, Mask and Distance!

I would also like to remind the members that the legislative session ended on December 31. The results of this session are posted on the MCVFA Facebook Legislative page. If you have any suggestions for legislative ideas, let us know.

Since we have not been hosting meetings, if you have a problem, question or concern, feel free to reach out to me.

Be well. Be safe!



The Windsor Fire Department would like to thank the Town of Windsor and the Savoy Fire Department along with the Worthington Fire Department for attending.





REGION 6

Covering the county of Berkshire

Vice President Frank Speth, III, New Ashford

Windsor Fire Department Live Burn

The Windsor Volunteer Fire Department held a live burn on Saturday, December 5, 2020 on Old Route 9. The members of the Windsor Fire Department, Savoy Fire Department and Worthington Fire participated in the drill.

The training began at 0800 with firefighters practicing doing an interior search for victims. A fire was both set up in the basement and the 2nd floor of the structure. Firefighters eventually cut into floors on the first floor for better ventilation of the basement fire.



SMEIN TWNO BER

New Marlboro Fire Department Vehicle Extrication Training

The New Marlborough Fire Department held a vehicle extrication drill with two vehicles on October 18 and 21.

On October 18, members practiced the skills for proper removal of patients from the vehicle. Adding to the challenge was a patient pinned under the vehicle. End the end of the drill the firefighters removed the roof of the vehicle.





On October 21, New Marlborough firefighters practiced with a vehicle being upside down with door pops, dash rolls, entry via winching and removing doors.

Vehicles for this extrication drill were donated by John Fields and Formel's Auto. Thank you to them for graciously donating the vehicles to the New Marlborough Fire Department. 🔯



Has your Information changed?

If your address or email has changed please let us know. To update your information, contact the Membership Secretary at kibird@verizon.net or 1-800-551-FIRE (3473).

Like the MCVFA on Facebook **f**

Check out the Massachusetts Call/Volunteer Firefighters Association (MCVFA) on Facebook and LIKE our page.

The MCVFA Facebook page is a great source of training opportunities, up-to-date fire/ems methods, and political and regulatory changes that affect your department.

The MCVFA Facebook is also a great place to see what other fire departments, like yours, are up to. You can see their emergency calls, drills, and events. You'll get excellent ideas from see what others are doing.



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