

## As we all mourn the loss of 19 brave firefighters, is your company ready to deal with a catastrophic loss?

A snag falls, the wind shifts, a tire catches the treacherous edge of the road, a crew bus driver decides to pass and in an instant, your company finds itself in crisis. How you respond can make all the difference in the survival of all you have worked to build.

Companies in the firefighting industry who have suffered such crisis know all too well the agony of trying to locate next of kin, bringing home and lying to rest their fallen firefighters and consoling the families and crews. They have endured the strain of hordes of media, investigations, and making hundreds of decisions under incredible pressure while keeping their companies running. The exhaustion of crisis is bone deep. The memories last a lifetime.

### **What would you do if that phone rang for YOU today? Are you prepared?**

Crisis is never easy, but preparing now while you are not staring down the barrel of a full blown incident will help you and your company survive.

### **Take the test below to assess your state of readiness to handle a crisis.**

1. Do you have a written crisis response plan? All employees should have a copy and it should contain a checklist of assigned tasks.
2. Does your plan have contingencies for action if you are not available?
3. Do you have a trained crisis response team? One person should be assigned to handle media and other external communications. One is responsible for internal communications,
4. Have you and your assigned spokespersons been trained in how to do interviews with media, how and when to release information, how to keep track of the deluge of media, how to protect your employees and the families,

etc.?

5. Do you have a complete and accurate list of all employees, including names of next of kin, addresses, phone numbers, etc.? (I have had clients who found that these lists are often out of date, incomplete and inaccurate--in a crisis that can be devastating.
6. Is someone in the company in charge of verifying and updating that list at least quarterly?
7. Do you know how to develop key messages about the incident to use in communication to employees, the public, and the media? Good communication can help preserve the health of your company in spite of crisis.
8. Do you have a one-page backgrounder on the company for media and other interested publics? Date started, president's name, number of employees, where located, how many offices, nature of the business, association memberships, awards, safety record, responsible actions training, policy, etc.
9. Do you have a plan for communicating crisis information to employees who are at dispersed sites?
10. Do you have the number of a crisis communication expert? This person can advise you over the telephone of what to do and what to say to media and employees or assist you on site.

If you can answer yes to all of these questions, you will have a better chance of successfully leading your company through a crisis.

(This is an article reposted and written by Leslie Hableter for NWSA)

## NWSA Corporate Sponsors

We want to dedicate this issue to our Corporate Sponsors. They have offered discounts to our NWSA Membership.

They have helped fund our Luncheons, coffee and vendor reception at our NWSA Conference, and we want to show our appreciation by dedicating this issue to them.

## Avue Technologies

WildfireX is the one-stop hub of wildland fire industry information and content that feeds a growing, diverse firefighter talent pool and creates the space for candidates, employers and vendors to form business relationships.

It's the simple solution for all things wildfire — an online open marketplace where diverse community members from all across the wildland fire industry respond to quickly meet the challenges of employment and business solutions.

If you're a firefighter looking for a job, it's a place where your skills are the currency.

Our easy-to-use online forms are a snap — just one application process for all wildland fire jobs — positioning firefighter candidates to find the right job, fast.

For employers, it's the place to find the most skilled, pre-qualified candidates so your staffing needs are met quickly and easily.

Vendors can market their products and services directly to employers, and employers can transact directly with vendors in the WFX Marketplace.

WildfireX is also the place to stay current on industry news, from the biggest hotspots to wildland fire management to the latest fire-related news and information from the halls of Congress and across the nation.

Our premium content includes:

- Blogs from industry professionals and those in the know
- Real-time wildland fire incident map,

with up-to-date social interaction around wildfire via Twitter, YouTube and Flickr

- Landing that perfect wildland fire job
- Fitness and nutrition
- Gear packs and product reviews
- Information and wildfire news from authoritative resources

WildfireX is powered by Fast Yeti Engagement Technology, a division of Avue Technologies Corporation.



## L.N. Curtis & Sons

L.N. Curtis & sons is pleased to provide tools for our Wildland Firefighter Heroes! For over 80 years we have partnered with quality suppliers who pride themselves in manufacturing the best wildland firefighting equipment available. In addition, L.N. Curtis & sons delights in providing our customers with excellent customer service as well as superior solutions to your product needs. We service what we sell and provide product awareness instruction upon request. Our family of companies includes Firefighters Bookstore where you can select the latest in firefighting

operations manuals and training guides; and ECMS provides repair, maintenance and accessory application for your PPE. From hand tools to water flow to your personal protective equipment, we've got you fully covered. We appreciate your business and intend to keep it! We are providing a special discount for the month of July and August for NWSA members. We invite you to shop online at [www.LNCURTIS.com](http://www.LNCURTIS.com) and save 5% on your purchase of wildland boots. Simply enter the code, NWSA, during the check-out process. In addition, we'll automatically gift you FREE shipping on your online order of \$100.00 or more.

We look forward to helping you with all your wildland equipment needs!

**L.N.CURTIS & SONS**  
TOOLS FOR HEROES® since 1929

## 49er Communications

"49er Communications is one of the largest single-site dealers of Land Mobile Radio (LMR) Equipment in the US. The company's prime focus is the provision of portable and mobile radios to agencies of the Federal, state and local government, together with business and industry accounts.

The company specializes in Mission Critical response to public agency needs, and is capable of fulfilling urgent requirements for communication equipment and accessories at much faster response times than typical of manufacturers. 49er Communications operates on a basis of **Not Tomorrow, Right This Second** (NTRTS) pronounced "NIT-RITZ" when fulfilling urgent requirements of government agencies. 49er Communications is dedicated entirely to supplying

Land Mobile Radios and related accessories. The company is Relm Wireless' biggest nationwide dealer, and maintains a large, tested, ready-to-ship inventory of Bendix-King APCO P25 portable radios in the 136-174 MHz band.

49er Communications stocks BK programming software, programming cables, audio accessories (speaker microphones, chargers, etc). The company also stocks a significant inventory of accessories by manufacturers other than BK, including high-noise environment headsets, tactical chest packs, leather cases, nylon cases, and extended range antennas.

**NWSA Members receive Government Level pricing on all items they carry.**

At most times of the year the company is prepared to fully equip a large team (25 to 50 persons) with full APCO P25 portable radios and all necessary accessories (batteries, speaker-microphones, headsets, cases) on a single day's notice. "



## KPD Insurance

KPD Insurance is proud to be an Oregon-based insurance business with international capabilities. From a startup agency in 1979, KPD has grown to one of the largest independent insurance agencies in the Northwest. Our founders, Ike Kingrey and Gordon Price, were strong entrepreneurs who knew that the key to success is delivering extraordinary service to their clients. They were right, and to this day we measure ourselves against the service excellence they demanded of themselves.

Our mission statement reads: We are "Team Kandu," meaning we will, as a team, do everything we can to deliver the best insurance and risk

management solutions for your needs. We accomplish this by adhering to our core values of service excellence and integrity through extraordinary teamwork, superior professionalism, and industry-leading innovation.

At KPD, our experienced team of Workers' Compensation professionals focuses on the nuances of this complex line of coverage. Our thirteen-member Workers' Compensation team includes 3 skilled outside producers. Our team members have more than 100 years of experience in Workers' Compensation Insurance.

As health care premiums continue to rise, employers are struggling to find creative, strategic ways to control costs

while maintaining benefits. Managing your benefits plan costs can be a quick fix, but it should be a long term strategy. KPD's Employee Benefits Advisors can provide you state-of-the-art tools, including comprehensive national benchmarking data, online calculators and resources, wellness programs and personal expertise.

Contact us to discuss how we can help you. Email [fire@kpdinsurance.com](mailto:fire@kpdinsurance.com) or call 800-929-0191



## Mallory Co.

Mallory Fire, with you on every Call. Over 35 years serving the Oregon market with Best In Brands Suppliers. Mallory is ready and on call to respond when you need us. Our extensive line of products in fire, safety and Industrial / MRO makes procurement easy and On Demand. Mallory Co. has offered discounts to our members during key times of the fire season.

### Wildland Clothing and Accessories

FireDex  
Lakeland Fire  
Crew Boss  
Thorogood Boots  
Glove Crafters

### Day Packs, Hydration Packs

TrueNorth

### Shelters

Western Shelter

### Hose and Nozzles & Water Containment

Mercedes Hose  
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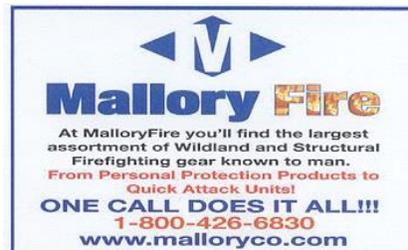
Akron Brass

### Fire Tools

Picks, Shovels, Racks, Hand Tools  
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FireAide Foam  
Phoschek

[www.malloryco.com](http://www.malloryco.com)

1-800-MALLORY



## NWSA Trainer's Corner by Stan Kunzman, NWSA Training Coordinator

*"Our NWSA members provide professional, cost effective resources to the agency tool box on an as needed basis."*

*Deborah Miley  
Executive Director*

The instructor's session at the NWSA Annual meeting in Reno was cancelled in 2011 and 2012, because of the weak economy and the lack of contract work in 2010 and 2011. The Board of Directors agreed to an instructors meeting every other year beginning in 2013 and extended all Training Committee members until the 2013 annual meeting. Chapter 20 of the NWSA Training Manual will be revised to accommodate the changes. At the annual meeting in

February Andrew Barrey and Jeff Harrison were recognized for their outstanding support of the committee over the past six years. Andy and Jeff's terms expired; in addition there was also a vacancy on the committee to be filled. NWSA Instructors voted to fill the following three positions with Ed Floate, Mike Cade and Jamie Pickering. The other remaining committee

members include Jim Stumpf, Robin Winston and Paul Solarz.

## Wild Pro Insurance for Firefighters

### Quality Insurance for Wildland Fire Suppression & Support Contractors:

Wild PRO is a property and casualty insurance program designed specifically for wildland fire suppression and support contractors.

#### Eligible classes include:

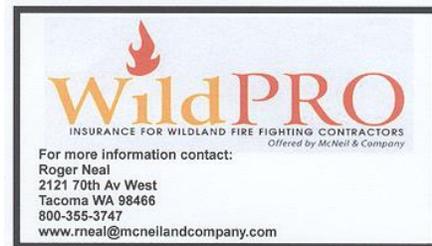
- Engines
- Tenders
- Hand Crews
- Camp Administration

Contract Catering  
Other support services

### Why WildPro?

Working with industry leaders, we have developed an insurance product that is flexible to meet the specific needs of the wildland fire suppression industry. We maintain a competitive advantage by the support of a "A+" rated underwriting company, personal in-house claims service, competitive pricing, and an

interactive, proactive Risk Management team.



## Member of NWSA Participate in Honor Ceremonies for Members of the Granite Mountain Hotshots

On the June 30<sup>th</sup>, 2013 the wildland fire community suffered another catastrophic loss with the burnover of 19 hotshots from Granite Mountain Hotshots in Prescott, AZ.

With a catastrophic loss such as this it does not matter if you are agency, cooperater, local or contract resources, our hearts all go out to the victims and their families.

Members of NWSA are showing support by participating in processionsals, memorial services, and more in the days to come.

Also the Statue of the Wildland Firefighter from in front of the Boise Airport that was taken to the memorial in Arizona was a

Paid for by donations from NWSA and its' members in 2005. Many of our board members were present for that

presentation as well as a speech given by our Executive Director, Debbie Miley along with many other dignitaries.

In addition over the last 10 years we have raised over \$225,000 for the Wildland Firefighter Foundation through our annual auction.



In the days and months to come we will learn from the lessons that will be presented in the findings from all the investigations of the incident, and in our effort to honor those brave men, we will work hard to ensure that "Everyone Goes Home".

*"For those of us in this industry that have experienced loss, we know that the pain will last a lifetime for these families. We will do our best to on them out there on the line by working to complete our mission."*  
Deborah Miley, Executive Director

## Wildland Firefighting, Wage & Hour Regulations

Wildfire firefighting has become a vital part of the US Government's annual plan. Although not much has changed in the regulations in recent years the interpretation of those laws by the various companies has been in many cases inconsistent. There are at least three regulations enforced by the Wage and Hour Division that apply to the wildfire firefighting industry and they are the Fair Labor Standards Act, The Migrant and Seasonal Agricultural Worker Protection Act, and the Service Contract Act. Today we will discuss some of the basic rules that apply under the Service Contract Act to any contract that exceeds \$2500 as a whole.

- Section 4.3 states that wage determinations shall be issued for all contracts subject to section 2(a) of the Act, (> \$2500) and **will be issued for all contracts entered into under which more than 5 service employees are to be employed.**
- The "Conditions of Employment" should show the fringe benefits and the prevailing wages separated so the employees are aware that both are included in pay rate.
- The regulation is very clear that the prevailing wage rate and the fringe benefits must be separately stated so that the employees are aware that both are being paid correctly.
- Holiday pay is due if the employee works on the week that the holiday falls on. It is computed based on the number of hours worked the prior workweek.
- Vacation pay is due once an employee has worked for one year of continuous service. Continuous service has been interpreted by the Wage and Hour Division to mean ie..4 months of firefighting per year for 3 years = 1 year. (Same industry & same type of work)

- Vacation pay is due once an employee has worked for one year of continuous service. Continuous service has been interpreted by the Wage and Hour Division to mean ie.4 months of firefighting per year for 3 years = 1 year. (Same industry & same type of work)
- Once vacation pay is earned that it must be paid in full by the next year of service.
- Each contractor and subcontractor performing work subject to the McNamara-O'Hara Service Contract Act (SCA) shall maintain certain records for each employee performing work on the covered contract for a period of three years from completion of the work.
- FLSA management Part 541 exemptions apply to SCA.

Many of the engine and water tender companies like to pay their employee's on a daily rate which is legal, however the daily rate divided by the number of hours worked must equal the prevailing wage rate required by the act. (Excluding the fringe benefits).

Manny Lopez was a Wage & Hour Investigator for the US Dept of Labor, and he is now the President of the American Business League and offers his services to audit your company for compliance prior to any USDOL visits, and will also assist during US DOL audits.

For more information about the services he offers.  
Contact: Manuel R. Lopez 541-912-5826

## Welcome to our Newest Members

### Company Members:

Alarmco Inc - ID

Bay Area Corp. - CA

Bulldog Firefighting - WY

Eagle Cap Forest Mgmt. - OR

Montrose Hellfighters - CO

Playing Buffalo - ID

Port Blakely Tree Farm - WA

R&R Contracting - OR

Rock, Snow & Fire LLC - MN

Skyline Tree Work - OR

Xtreme Wildland Inc. - OR

Dye Hard Firefighting - OR

Austin Fire - OR

Cataract Wildfire Fire LLC - WS

NW Fire Service - OR

### Educational Partners

Guardian College - ID

## Free Trial Membership for 2013!

Don't forget to spread the word that NWSA is offering for the 2013 Year Only a free trial membership to new members.

This will allow them to give us a try and see what the benefits are of NWSA! They can download an application at

[http://www.nwsa.us/Websites/nwsa/images/Membership\\_Application\\_2013.pdf](http://www.nwsa.us/Websites/nwsa/images/Membership_Application_2013.pdf)

Consider carrying some application with you and hand them out to folks you think might be interested.

## National Wildfire Suppression Association

P.O. Box 330  
Lyons, OR 97358

PHONE:  
1-877-676-6972

FAX:  
1-866-854-8186

E-MAIL:  
info@nwsa.us

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We're on the Web!

See us at:

[www.nwsa.us](http://www.nwsa.us)



The National Wildfire Suppression Association  
*preserving and protecting our environment*

## Do you have a Testimonial about how NWSA has benefited your business? Please share with us!

As the Executive Director of NWSA I can certainly tout the horn for NWSA, but you the customer are really the tool that can help us enlarge our voice within the contract community? How, share with us about how NWSA has helped your business, and what do you see as the

benefit of being a member. When we are preparing marketing material for NWSA your vote of confidence will go a long ways. So if you have benefited from membership within NWSA please email and share your story with me. You can email the

NWSA staff at  
info@Nwsa.us

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Don't miss out on updated fire reports, links to stories of interest and other information.

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