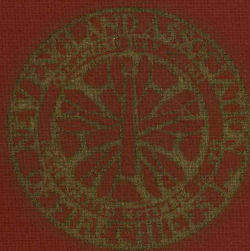


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Annual Conference



1969

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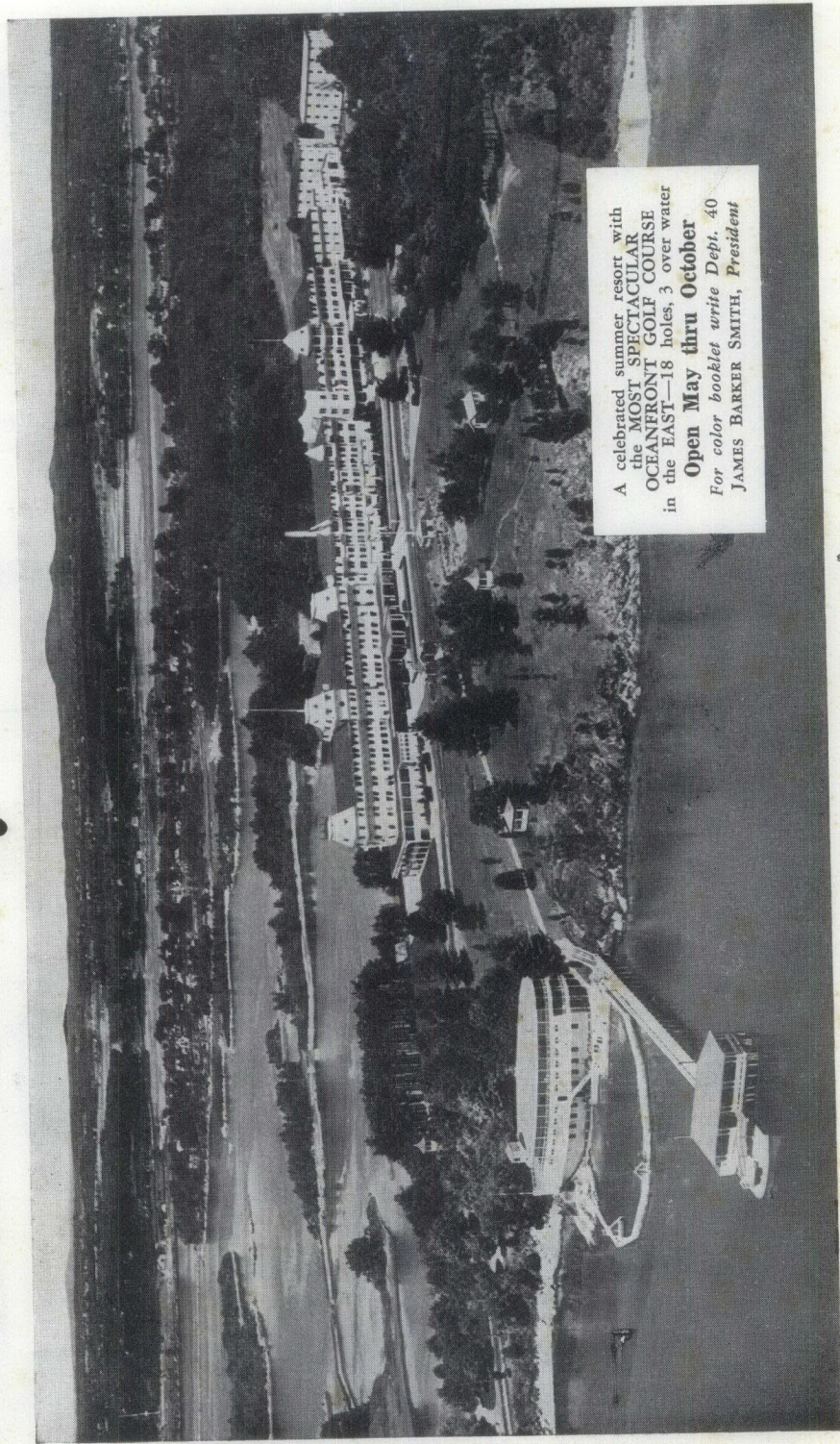
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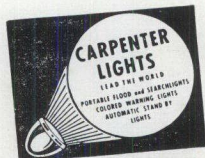
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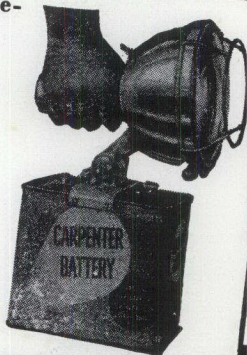
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# 1969 PROGRAM

## SUNDAY, JUNE 22, 1969

2:30 to 5:00 p.m. Registration in the lobby.

6:00 to 7:00 p.m. Reception by Mr. and Mrs. James Barker Smith honoring the New England Association of Fire Chiefs, Inc., in the Main Ballroom. Admittance by conference badge ONLY.

8:30 p.m. Opening of the 1969 Conference by President George A. Bulger; Hotel Ballroom.

### Invocation:

Rev. Auguste Delvaux, Chaplain, Warwick, R. I.

### Addresses of Welcome:

Hon. Walter Peterson, Governor of the State of New Hampshire.

Hon. Eileen Foley, Mayor, Portsmouth, N. H.

Hon. Ralph S. Frobisher, Chairman, Board of Selectmen, New Castle, N. H.

Hon. Richard Bowen, City Manager, Portsmouth, N. H.

Chief John E. Devine, President, Fire Chiefs Club of New Hampshire.

### Response to the Addresses of Welcome:

Chief Joseph R. Cremo, Portland, Me.

## MEMORIAL EXERCISES

Selection: Chancel Quartette

Roll Call of Deceased Members

Taps

Selection: Chancel Quartette

### Memorial Address:

Rabbi David Berent, Beth Jacob Temple, Lewiston, Maine

Selection: Chancel Quartette

### Benediction:

Rev. John P. Fitzsimmons, Chaplain, Belmont, Mass.

### Announcements:

President George A. Bulger

## MONDAY, JUNE 23, 1969

9:30 a.m. Sharp

Program under the direction of the New England Division of the IAFC

## MONDAY, JUNE 23, 1969

2:00 p.m. Sharp

Moderator: Chief V. Paul Leddy  
Hamden, Conn.

Address: "Fire Attack." Mr. Warren Y. Kimball, Manager Fire Service Department, National Fire Protection Assn.

Address: "Lip Service." Mr. Eugene H. Wessells, Safety Supervisor, Western Massachusetts Electric Company.

## TUESDAY, JUNE 24, 1969

9:30 a.m. Sharp

Moderator: Chief M. J. Fox  
East Providence, R. I.

Address: Mr. W. H. McClellan, President, International Association of Fire Fighters.

Address: "Jet-Age Crash Rescue," Chief Cornelius O'Brien, Crash-Rescue, T. F. Green Airport, Warwick, R. I.



**Workshop:** "The Chief Reacts to Disparity"

**Panel:**

Chief Theodore Jellison, Bangor, Maine  
Chief Paul F. Kelley, Bristol, Conn.  
Chief James O. Stevens, Weymouth, Mass.

**TUESDAY, JUNE 24, 1969**

**2:30 p.m. Sharp**

**Moderator:** Chief Vincent Giberti,  
Auburn, Maine

**Address:** "Collective Bargaining." Solution or Problem. Mr. John E. Menario, City Manager, Portland, Maine.

**Address:** "Will It Burn?" Mr. Seymour I. Kawaller, Albi Company.

**Address:** "Latter-Day Fire Prevention." Mr. James M. Hammack, National Fire Prevention Assn.

**TUESDAY, JUNE 24, 1969**

**8:30 p.m. Sharp**

Entertainment at the Ship  
"The Gateway Guardsmen"

**WEDNESDAY, JUNE 25, 1969**

**9:30 a.m. Sharp**

**Moderator:** Chief Lewis C. Burton  
Haverhill, Mass.

**Address:** "Forest Fire, Destroyer of Our Environment." Mr. Arthur Brownell, Commissioner, Massachusetts Department of Natural Resources.

**Address:** "Fire Service Use of Closed Circuit Television." Mr. Joseph A. O'Keefe, Fire Science Tech. Department of Education.

Chief John T. Doherty, Amherst, Mass.

**WEDNESDAY, JUNE 25, 1969**

**2:00 p.m.**

Exhibition and Demonstrations, plus drawing of Exhibitors Prizes at the Exhibition Tent.

**7:00 p.m. Annual Banquet, Main Dining Room**

**Guests:**

Hon. Walter Peterson, Governor of New Hampshire.

Hon. Eileen Foley, Mayor, Portsmouth, N. H.

Hon. Ralph S. Frobisher, Chairman Board of Selectmen, New Castle, N. H.

Hon. Richard Bowen, City Manager, Portsmouth, N. H.

**Banquet Speaker:**

Hon. William T. Logan, Jr., State Commissioner of Education for the State of Maine.

Dancing and Prize Waltz in the Main Ballroom.

**THURSDAY, JUNE 26, 1969**

**10 a.m. Sharp**

Reports of Officers and Committees

Unfinished Business

Election of Officers

Selection of Site for 1972 Conference

**ADJOURNMENT**



# The Lifesaver

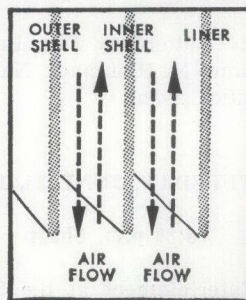
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*of the*

New England Association

*of*

Fire Chiefs, Inc.



*Annual Conference*

June 22 - 23 - 24 - 25 - 26, 1969

THE WENTWORTH BY-THE-SEA

PORTSMOUTH, N. H.

## Places and Dates of Past Conventions

- No. 1—BRIDGEPORT, Conn., June 20-21-22, 1923  
PRES. CHIEF JOHN P. DOYLE, Wellesley, Mass.
- No. 2—BOSTON, Mass., June 24-25-26, 1924  
PRES. JOHN C. MORAN, Hartford, Conn.
- No. 3—PITTSFIELD, Mass., June 23-24-25, 1925  
PRES. PATRICK J. HURLEY, Holyoke, Mass.
- No. 4—MANCHESTER, N. H., June 22-23-24, 1926  
PRES. DANIEL E. JOHNSON, Bridgeport, Conn.
- No. 5—PORTLAND, Maine, June 21-22-23, 1927  
PRES. CHARLES H. FRENCH, Manchester, N. H.
- No. 6—BURLINGTON, Vermont, June 26-27-28-29, 1928  
PRES. WILLIAM C. SHEPARD, Pittsfield, Mass.
- No. 7—NEW HAVEN, Conn., June 25-26-27, 1929  
PRES. OLIVER T. SANBORN, Portland, Maine
- No. 8—RUTLAND, Vermont, June 24-25-26-27, 1930  
PRES. LAWRENCE E. REIF, New Haven, Conn.
- No. 9—BOSTON, Mass., June 23-24-25-26, 1931  
PRES. SELDEN R. ALLEN, Brookline, Mass.
- No. 10—NEWPORT, R. I., June 21-22-23-24, 1932  
PRES. JOSEPH LAWTON, Newport, R. I.
- No. 11—LEWISTON, Maine, June 20-21-22, 1933  
PRES. ALFRED H. KOLTONSKI, Rutland, Vt.
- No. 12—BURLINGTON, Vermont, June 26-27-28-29, 1934  
PRES. DANIEL B. TIERNEY, Arlington, Mass.
- No. 13—NEW BEDFORD, Mass., June 25-26-27, 1935  
PRES. JOHN S. PACHL, New Haven, Conn.
- No. 14—HARTFORD, Conn., June 23-24-25, 1936  
PRES. DAVID H. DeCOURCY, Winchester, Mass.
- No. 15—THE BALSAMS, Dixville Notch, N. H., June 22-23-24, 1937  
PRES. CARL D. STOCKWELL, Burlington, Vt.
- No. 16—BURLINGTON, Vt., June 21-22-23, 1938  
PRES. JOSEPH W. RANDLETTE, Richmond, Me.
- No. 17—PROVIDENCE, R. I., June 20-21-22, 1939  
PRES. THOMAS F. BURNS, Bridgeport, Conn.
- No. 18—THE BALSAMS, Dixville Notch, N. H., June 25-26-27, 1940  
PRES. SAMUEL J. POPE, Boston, Mass.
- No. 19—BOSTON, Mass., Aug. 18-23, 1941  
PRES. THOMAS H. COTTER, Providence, R. I.
- No. 20—Cancelled because of the War  
PRES. WILLIAM C. MAHONEY, Peabody, Mass.
- No. 21—RUTLAND, Vt., War Conference, June 22-23-24, 1943  
PRES. WILLIAM C. MAHONEY, Peabody, Mass.
- No. 22—THE BALSAMS, Dixville Notch, N. H., June 27-28-29, 1944  
PRES. M. W. LAWTON, Middletown, Conn.



## Places and Dates of Past Conventions

(Continued)

- No. 23—Cancelled because of the War  
PRES. ALLEN F. PAYSON, Camden, Maine
- No. 24—THE WENTWORTH, Portsmouth, N. H., June 25-26-27, 1946  
PRES. ALLEN F. PAYSON, Camden, Maine
- No. 25—THE WENTWORTH, Portsmouth, N. H., June 24-25-26, 1947  
PRES. FRANK J. CALLAHAN, Central Falls, R. I.
- No. 26—THE WENTWORTH, Portsmouth, N. H., June 22-23-24, 1948  
PRES. ARTHUR W. SPRING, Laconia, N. H.
- No. 27—THE WENTWORTH, Portsmouth, N. H., June 21-22-23, 1949  
PRES. CHIEF WILLIAM H. HILL, Belmont, Mass.
- No. 28—THE WENTWORTH, Portsmouth, N. H., June 20-21-22, 1950  
PRES. CHIEF STUART M. POTTER, Greenwich, Conn.
- No. 29—THE WENTWORTH, Portsmouth, N. H., June 19-20-21-22, 1951  
PRES. CHIEF WILLIAM H. CLIFFORD, Cape Elizabeth, Maine
- No. 30—THE WENTWORTH, Portsmouth, N. H., June 23-24-25-26, 1952  
PRES. JOSEPH E. SCANLON, Lynn, Mass.
- No. 31—THE WENTWORTH, Portsmouth, N. H., June 22-23-24-25, 1953  
PRES. ANTHONY J. MOLLOY, Nashua, N. H.
- No. 32—THE WENTWORTH, Portsmouth, N. H., June 21-22-23-24, 1954  
PRES. CHIEF HENRI E. FORTIER, Manville, R. I.
- No. 33—THE WENTWORTH, Portsmouth, N. H., June 20-21-22-23, 1955  
PRES. CHIEF GEORGE C. GRAHAM, Bristol, Conn.
- No. 34—THE WENTWORTH, Portsmouth, N. H., June 25-26-27-28, 1956  
PRES. CHIEF JOHN F. KEEFE, Bellows Falls, Vt.
- No. 35—THE WENTWORTH, Portsmouth, N. H., June 23-24-25-26, 1957  
PRES. CHIEF HORACE S. JOSE, So. Portland, Maine
- No. 36—THE WENTWORTH, Portsmouth, N. H., June 23-24-25-26, 1958  
PRES. CHIEF THOMAS H. SLAMAN, Wellesley, Mass.
- No. 37—THE WENTWORTH, Portsmouth, N. H., June 22-23-24-25, 1959  
PRES. CHIEF GEORGE F. SALISBURY, Central Falls, R. I.
- No. 38—THE WENTWORTH, Portsmouth, N. H., June 20-21-22-23, 1960  
PRES. CHIEF GUY L. FOSS, Wolfeboro, N. H.
- No. 39—THE WENTWORTH, Portsmouth, N. H., June 19-20-21-22, 1961  
PRES. CHIEF FRANCIS J. DAGON, East Hartford, Conn.
- No. 40—THE WENTWORTH, Portsmouth, N. H., June 18-19-20-21, 1962  
PRES. CHIEF ALFRED T. WRIGHT, White River Junction, Vt.
- No. 41—THE WENTWORTH, Portsmouth, N. H., June 17-18-19-20, 1963  
PRES. CHIEF RICHARD FRATES, Bath, Maine
- No. 42—THE WENTWORTH, Portsmouth, N. H., June 28 to July 2, 1964  
PRES. CHIEF BARTHOLOMEW A. CURREN, Scituate, Mass.
- No. 43—THE WENTWORTH, Portsmouth, N. H., June 21 - 24, 1965  
PRES. CHIEF THOMAS E. DUCKWORTH, Warwick, R. I.
- No. 44—THE WENTWORTH, Portsmouth, N. H., June 20 - 23, 1966  
PRES. CHIEF RALPH G. SEAVEY, Rochester, N. H.
- No. 45—THE WENTWORTH, Portsmouth, N. H., June 19 - 22, 1967  
PRES. CHIEF JAMES L. GROTE, Chester, Conn.
- No. 46—THE WENTWORTH, Portsmouth, N. H., June 23 - 27, 1968  
PRES. CHIEF CARMI J. DUSO, Enosburg Falls, Vt.
- No. 47—THE WENTWORTH BY THE SEA, Portsmouth, N. H., June 22 - 26, 1969  
PRES. CHIEF GEORGE A. BULGER, Rumford, Maine

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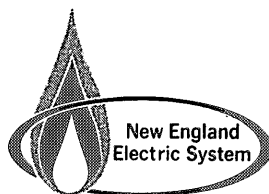


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1970 Conference — June 21 - 27, 1970

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## 47th Annual Conference

NEW ENGLAND ASSOCIATION OF FIRE CHIEFS, INC.

The Wentworth — New Castle, New Hampshire

June 22 - 26, 1969



### SUNDAY EVENING SESSION — JUNE 22, 1969

The Sunday Evening Session of the 47th Annual Conference of the NEW ENGLAND ASSOCIATION OF FIRE CHIEFS, INC. convened at The Wentworth-By-The-Sea, New Castle, New Hampshire on June 22, 1969 at 8:45 o'clock, with President George A. Bulger presiding.

PRESIDENT BULGER: May we now call the 47th Annual Conference of the NEW ENGLAND ASSOCIATION OF FIRE CHIEFS, INC. into formal session?

We shall start with our Memorial Service this evening with the Invocation by the Reverend Auguste Delvaux, Chaplain, of Warwick, Rhode Island.

REVEREND AUGUSTE DELVAUX: Almighty Father, at the very beginning of this Conference, we are mindful of our German brothers who died early today; we pray for the repose of their souls. We pray for the comfort of their families, their children, their parents, their wives. Almighty Father, may Thy presence be known among us, and let us see the good that we do for our fellow men.

We come here simply to increase our skills, that we can better serve our fellow men in their hour of need.

Almighty Father, who created heaven and earth, we are here to help create a better kingdom, and may your presence be known to all of us so that we may serve better those who need us. Amen.

PRESIDENT BULGER: We will now hear the Address of Welcome by the Honorable Eileen Foley, Mayor of Portsmouth, New Hampshire.

HONORABLE EILEEN FOLEY: Thank you, Mr. President, and Good Evening, Fire Chiefs, wives, friends, sweethearts and whoever you happened to bring with you. I am very glad to be here. This is the second year that I have been fortunate enough to come here and meet you at the beautiful Wentworth-By-The-Sea. We are not in the City of Portsmouth here at the Wentworth, but I know you will all be in to see us, either to stop at our liquor store or visit our historical sites. And, by the way, our liquor store has moved, and it is not by the bridge any more; just ask any friendly

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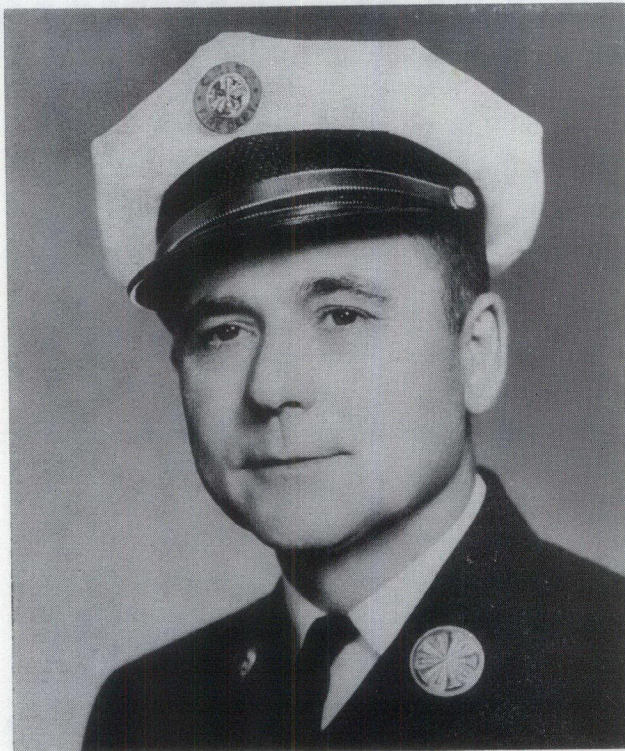
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1969 MEETINGS

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policeman or fireman and they will show you the way to our self-service store, which also has a novelty section. And, of course, that is a very fine way to greet you people very graciously into our area.

I know that you have had a kind of a rough year, fighting all of your city councils, trying to get more money, and fighting in the Legislatures, trying to get good laws concerning fire protection.

As Mayor of the City of Portsmouth, I haven't had too many problems, fighting the City Council. I am a Senator from this very District in the State Senate, and this is our last week. We are up there right now, having a really fine time fighting everything, including money. As you know, we have no State Sales Tax and we have no State Income Tax here, and as a result we have no money. We have a tax on cigarettes and we are afraid to "up" the tax because Massachusetts and Maine people won't come in and buy our cigarettes, so we think we had better not do that.

Our liquor isn't too expensive, and we are afraid to put up the prices of that commodity and have it taxed further, for the very same reason. We are really in a bind. We need some money. That is the truth, believe me.

Back in th 1800's, we had a tax in the State of New Hampshire whereby any person who found a tramp would be given a bounty of \$10.00. So we have done away with that. That's the first thing that we have done.

Then, again, back in the 1800's, there was evidently quite a storm of grasshoppers that came from the west, over into this area. You don't believe me, but this is the truth. So we have done away with the bounty of 50-cents for every bushel of grasshoppers that you might bring in here.

Then there was the matter of the covered bridges. Time was when you had to get up early and put on the covers on those bridges when it snowed; otherwise, people were fined. Well, they are not going to be fined any more.

We do hope to balance our budget by next week, so if I am not here Wednesday evening, I am sure you will know the reason why.

I am very happy to be here tonight, and as you know, I could go on for hours about the Legislature and the things we do in trying to get some money for the State. But, I won't bore you with all of our problems.

I always enjoy coming to the New England Fire Chiefs Conference. I first came here when my mother was Mayor of the City of Portsmouth, and I can remember sitting at the back of the room, when she came up here to the rostrum and greeted you people. I can still remember some of the older men here tonight, but not too many of them. We welcome you and sincerely hope that you have a very fine Conference. Come up and see us in Portsmouth; we have an ancient and picturesque little City Hall, right as you come over the bridge, and you will find me standing in the doorway to greet you, and I would be most happy to show you around.

Thank you very much! (Applause)



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**PRESIDENT BULGER:** Thank you, Mayor Foley. It is assuring for us Fire Chiefs from the New England States to know that you are eliminating the bounties. If there is anything that we have to be careful of, it is the bounty hunters!

We are now going to have an Address of Welcome from the Honorable Ralph S. Frobisher, Chairman of the Board of Selectmen of New Castle.

**HONORABLE RALPH S. FROBISHER:** Mr. President, Reverend Clergy, Honorable Mayor Eileen. You know, she's always a hard one to follow. She talks about taxes. But I can tell you how poor the State of New Hampshire is. Back in 1815, the Selectmen in New Castle voted that any taxes, real estate taxes, could be paid in fish instead of money!

It seems there were a couple of families who were good neighbors, and they were always running across to the other house and borrowing a cup of sugar or an egg. One Saturday noon, the lady of one house was out, and the husband was watching a ball game on the television, when there was a knock on the door, and the neighbor lady was there at the door. She had a bowl of pink liquid, and she asked him to put it in the refrigerator for the afternoon, and she would get it at supper time. So he took it in and tried to fit it in the refrigerator, but he couldn't find a place big enough. So he had an idea. There was a carton of empty coke bottle right near the refrigerator, so he poured the liquid into the coke bottles, and stored them in the freezer of the refrigerator. That was fine. He went back, then, to listen to the ball game.

Then, at supper time, the lady came in and said:

"I came for my bowl of jello!" (Laughter)

We are very happy to have you here in New Castle for your 24th Conference here at the Wentworth. Have fun and get a great deal out of it.

Thank you very much. (Applause)

**PRESIDENT BULGER:** Thank you, Mr. Frobisher. And now, from the New Hampshire Fire Chiefs' Club, we are going to have a Welcome by Chief John E. Devine of Manchester.

**CHIEF JOHN E. DEVINE,** New Hampshire Fire Chiefs' Club: Thank you, George. Mayor Eileen, Reverend Clergy, as President of the New Hampshire Fire Chiefs' Club, I want to extend to you all a cordial welcome to our State and to The Wentworth-By-The-Sea which, by the way, was designed to give the proper atmosphere for a Conference or Convention. Hospitality may have been born in the south, but it came of age here at The Wentworth, evidently, at the Social Hour provided by Mr. and Mrs. Jim Smith.

I am pleased, also, to see so many of my fellow Chiefs and their charming wives here to enjoy that which I am sure will be a good Conference. The Committee has worked hard to make it so. We have with us some shady background people like myself; I am a product of the Manchester Irish ghetto. My parents, God rest their souls, came to this country from Ireland in the early 1900's. My mother was a big woman, full of compassion and love and with an understanding heart. My father was

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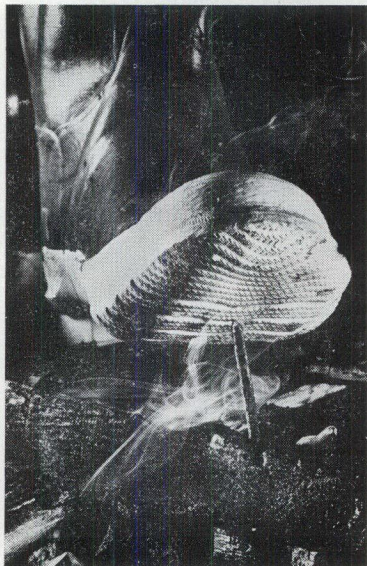
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a man 5-feet 7-inches tall, and weighed only 160 pounds, and he had the patience of Job, the wisdom of Socrates, the strength of a lion and the tenacity of a bull dog, and if we, as children, violated any of the codes of good ethics, we would be properly reprimanded.

I was thinking that if the Governor were here, my mother and father would be proud of the fact that I am on the same stage with him. During my early life, the only thing my mother thought we would be asking of the Governor would be a pardon!

We were taught the greatest legacy; to have a good sound body and to see to it that our physical needs are taken care of. We were provided with the opportunity to acquire a good education, and, most important of all, that we possess a desire to help our fellow men.

With these qualities, one cannot fail to succeed in this or any other society.

At this time, I want to say a word or two or three, even, to the volunteers, and as a nation we are in dire need of them. I, for one, know that, because I conduct a couple of drives each year for the Red Cross, and I am telling you that it is a difficult thing to get volunteers to work with you. I started off with 180 pints as the goal, and now I am fighting to get 90 pints of blood. The need is vital, and that is certainly true in the Fire Service. There are a good many men here who are in the Volunteer Fire Departments throughout New England, and my hat is off to you men! Without these men, I doubt if there would be any Fire Departments.

I can see from this vantage point at the podium a few among you that I am not so sure about. To name a few, there is the bugler from Maine, the Fox from Rhode Island, the poacher from Dover, New Hampshire and the renegade from Vermont; there is the ..... from Medford, and then there's the Silent One from Chester, Connecticut. If you can make out what those are, you can have my blessing.

Thank you for giving me this opportunity to state a few known facts. And may you all live forever, and never die!

PRESIDENT BULGER: Thank you, Chief Devine.

We are now going to have a Response to the Welcoming Addresses by Chief Joseph R. Cremo of Portland, Maine.

CHIEF JOSEPH R. CREMO, Portland, Maine: Mr. President, Reverend Clergy, Distinguished Guests, Members of the New England Association of Fire Chiefs, Ladies and Gentlemen. It is with great pride and pleasure that I respond to these addresses of welcome at this, the 47th Annual Conference of the New England Association of Fire Chiefs, and on behalf of the Association may I express my gratitude for the kind words of welcome that we have received.

Although we hope to enjoy ourselves and have entertainment during the next few days, the main purpose of this Conference is to increase our knowledge in dealing with problems relating to the Fire Service.

The last several years have brought tremendous changes to the Fire Service, and as the ever-changing times continue to confront us all with new problems, it becomes most important that we gather together in order to discuss these problems and to seek solutions.



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Matters of extreme importance will be brought before us at this Conference, and I am sure that before we leave, we all will have gained additional knowledge to assist us in our work.

This is the 24th consecutive year that we have met at the beautiful Wentworth-By-The-Sea, and we are looking forward to 1970 to celebrate the Silver Anniversary of our meetings here.

Again, on behalf of the New England Association of Fire Chiefs, may I express my thanks to all those who have so graciously extended to us today the warmest of welcomes, and I sincerely hope that this 47th Conference will be a most successful one!

PRESIDENT BULGER: Thank you, Chief Cremo. At this time we are going to enter into our Memorial Exercises. However, before we do, I would ask that there be no smoking while the Exercises are going on. First, we are going to hear a Selection by the Chancel Quartette.

(The Chancel Quartette then gave a rendition of "Blessed Be the Tie That Binds.")

PRESIDENT BULGER: Our Secretary will now call the roll of Deceased Members.

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HARRY J. HARDING, Retired Commissioner, Revere, Mass. Admitted March 2, 1930. Died June 9, 1968.

OSCAR R. HUTCHINSON, Chief, Lenox, Mass. Admitted June 26, 1929. Died June 24, 1968.

THOMAS H. EGAN, Retired Chief, Arlington, Mass. Admitted June 21, 1955. Died July 23, 1968.

GLEN H. HALE, Chief, Conway, N. H. Admitted January 12, 1953. Died March 4, 1968.

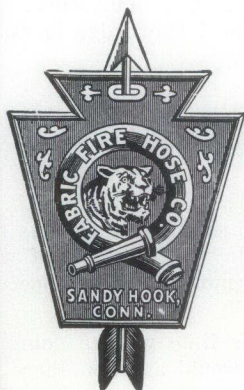
JOHN B. CULLEN, Grinnel Sprinkler Co., Collinsville, Conn. Admitted June 24, 1947. Died January 31, 1968.

S. BURTON DYER, Retired Chief, Whitman, Mass. Admitted June 20, 1923. Died September 2, 1968.

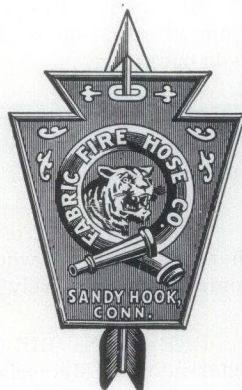
FRANKLYN C. MATTESON, John Bean Co., Wethersfield, Conn. Admitted May 21, 1956. Died July 10, 1968.

CHARLES NORMANDIN, Retired Chief, American Optical Co., Southbridge, Mass. Admitted May 28, 1941. Died September 6, 1968.

CLARENCE R. DREW, Retired Chief, Kingston, Mass. Admitted May 24, 1924. Died September 13, 1968.



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FRANK A. HERON, Retired Chief, Burlington, Vt. Admitted June 14, 1956. Died October, 1968.

THEODORE W. GUNN, Retired, New Hampshire Underwriters, Peterborough, N. H. Admitted June 24, 1940. Died November 25, 1968.

MICHAEL F. DOYLE, Retired Captain, Marlborough, Mass. Admitted June 20, 1955. Died September 12, 1968.

M. NORCROSS STRATTON, Retired, Massachusetts Department of Education. Admitted June 26, 1934. Died December 3, 1968.

STUART M. POTTER, Retired Chief, Greenwich, Conn. Past President. Admitted June 9, 1923. Died December 31, 1968.

LAWRENCE H. MORLEY, Gardner, Mass. Admitted June 22, 1959. Died December 28, 1968.

JOSEPH T. GORHAM, Gorham Fire Equipment Co., Boston, Mass. Admitted September 6, 1922. Died January 8, 1969.

ELIAS E. HARDACKER, Wakefield, Mass. Admitted June 25, 1968. Died December, 1968.

CHARLES F. MATTHEWS, Retired Chief, Norwich, Conn. Admitted June 26, 1956. Died 1968.

REV. WILLIAM J. GORMAN, Woburn, Mass. Admitted October 2, 1950. Died 1969.

WILLIAM P. AHEARN, Assistant Chief, Naval Training Station, Newport, R. I. Admitted July 10, 1949. Died 1969.

FRANKLIN N. RITSCHER, Retired Chief, The Gamewell Co., Newton, Mass. Admitted November 1, 1938. Died October 31, 1968.

KENNETH L. BATES, JR., Retired Deputy Chief, Abington, Mass. Admitted July 6, 1957. Died April 21, 1969.

EDWARD V. CLARE, Commissioner, Holyoke, Mass. Admitted June 3, 1967. Died 1969.

JOHN H. IRELAND, Retired Chief, Danbury, Conn. Admitted November 3, 1949. Died 1969.

ARTHUR M. FORAND, Chief, Albion, R. I. Admitted April 29, 1952. Died May 27, 1969.

JOHN H. IRELAND, Retired Chief, Danbury, Conn. Admitted November 3, 1949. Died June 3, 1969.

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As a tribute to those members who have answered their last Roll Call since our last Annual Meeting, I submit for adoption the following Resolution prepared by our Chaplain Auguste Delvaux:

WHEREAS: Our Heavenly Father has called home during the past year, several members of the New England Association of Fire Chiefs, Inc., and

WHEREAS: In their earthly life they served Him and his children diligently and faithfully, and

WHEREAS: Their friends deeply respected them and wish to honor them, therefor

BE IT RESOLVED: That we, the members of the New England Association of New England Fire Chiefs, Inc. have sustained a deep personal loss in their passing, and

BE IT FURTHER RESOLVED: That we extend to their families and their communities that they served so efficiently and loyally, our deepest sympathy on their loss, and

BE IT FURTHER RESOLVED: That the memories of their sacrifice and service will always inspire those who follow them.

May that peace which passeth all human understanding, remain with our departed loved ones for evermore. Amen.

(Taps. Selection by the Chancel Quartette, "Nearer My God to Thee.")

PRESIDENT BULGER: I now present to you Rabbi David Berent, of Beth Jacob Temple of Lewiston, Maine, who will deliver the Memorial Address. Rabbi Berent!

**MEMORIAL ADDRESS****Rabbi David Berent****Beth Jacob Temple, Lewiston, Maine**

Thank you, Mr. President. Honorable Mayor of Portsmouth, Reverend Clergy, Distinguished people sitting here on the dias, and Ladies and Gentlemen. I deem it a profound honor and a distinguished privilege to have been invited to deliver an address on this occasion, and it is only fair to state at the very outset that it was with considerable diffidence that I accepted your gracious invitation to be with you this evening, for it is a particularly delicate and challenging assignment, to try to say something truly meaningful and deliver a message which can, in a small measure, bring some comfort and lessen the sadness which fills the hearts of many of us during this Memorial Service, particularly as we have heard the Roll Call of our deceased members read. Those of us who are here, I am sure, remember some one who is no longer among the living, who has departed this life, and for whom we had a deep love and a profound affection.

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I have, therefore, chosen as my theme of this evening's service, "Immortality." The theme of "Immortality" is one which challenges and baffles the greatest minds of all time, and it is with profound humility that I approach this subject. At best, all I can hope to do is to present a simple exposition of my views, as reflected in the Judeo-Christian philosophy of religion. Indeed, my friends, it is with a feeling of deep inadequacy that I approach this theme, and one feels naturally humble to stand before so illustrious an audience as is represented here this evening.

In preparing my address, my thinking was reduced to this vital question: Can a Jewish Rabbi, speaking to a predominantly Christian group, help them catch a glimpse of the inward mystery of man, his striving for the unattainable, his search for the invisible and his reaching out for the infinite; yes, and even his yearning for immortality. And his answer is a modified "Yes."

At best, what I can hope to achieve this evening is to catch a fleeting glimpse into the divine mystery and share it with you, as I have been sharing it with some of my students at St. Joseph's College in Maine, where I am privileged to be a member of the Faculty in the Department of Theology in this Roman Catholic College.

So, it is with this viewpoint in mind that we approach the subject of this evening's exercise, and our discussion of immortality.

I will, however, impose a limitation on the scope of my discussion which will prove advantageous, not only out of regard for the economy of time and the soreness of my vocal chords, but principally for the sake of sharpness of focus. The moment we begin to probe and analyze the concept of immortality, we become aware of this and that we are dealing with an involved, organic complex of both thought and emotion.

For many thousands of years, man has stood inquiringly at the portals of death, peering, as it were into the unknown and wondering about his own exit, with an uneasy feeling of fear, sometimes of hope, and mostly of resignation.

No one will dispute that there is one God whom we worship, both Christians and Jews, and it seems, therefore, inescapable that the Judeo-Christian philosophy of religion and ethics must include the oneness of God and the certainty of immortality, for man has persistently refused to accept death as the end of the self within him.

We who are religious minded think of death not as a period, but rather as a comma, a transfiguration, if you please, a continuation from one life into another. And so the belief in the immortality of the soul, the spirit or the ego, after death, has strangely fascinated and haunted the imagination of man from the earliest stages of his personal social consciousness to our own dead, and in the main our conception of immortality depends in a great measure upon how profoundly we believe. That is how deep is our faith in God, and the purposefulness of life and our belief that life can have meaning, that life can be beautiful and that therefore death cannot be the end of all existence.

My definition of an atheist has been the person who has no invisible means of support and, indeed, there comes a time in the life of every one of us when we must have the invisible means of support which can only come through and from our religious faith, the faith which we share.

And so we can say with the poet, there lives a God and when life is waning His love gave. The grave shall not end all for me because Thou livest, God, and I live in thee.

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How many of us, my friends, have learned to accept life for what it is? How many of us continue to have the faith in the face of the trials, amid the struggles and even the sorrows of life? If anything, it is not unusual to find that sometimes death undermines faith, and some people become embittered and divorce themselves from the very fountainhead that can bring them surcease and comfort, and that is, the inspired teachings of the Judeo-Christian philosophy of immortality.

And so, my good friends, it is, therefore, a good thing that you have set aside this period as you begin your deliberations and your meetings during the next few days that you have set aside, for the period of a purpose of remembrance and re-emphasize our belief in our immortal souls, for it is here and now that we can find what may be a flicker of light and into a flame of light which can illumine the tangled pathways of life's mysterious labyrinth.

We can capture the secret of immortality when we think in terms of eternal values, thereby linking ourselves with eternity. It is the glorious truth of accepting and not murmuring, only when we learn to say: "Thy will be done, on earth as it is in heaven."

"Thy will be done," that we can learn to accept all that life brings us. Then, we can understand the profound meaning of the verse of the 23rd Psalm or, as my Catholic brethren counted it, the 22nd Psalm. You remember "The Lord is my Shepherd" and the words, "Though I walk through the valley of the shadow of death, I will fear no evil." The emphasis is, "through the valley of the shadow of death." It is only then that we lose all sense of fear, and we can walk through the valley unafraid, for our faith exhorts us to believe that God is with us. It brings us a recognition that there is no escaping the inevitable and that we can accept even sorrow. As the poet, Robert Nathan, has written in our own time:

"Love is the first thing, and love goes fast.  
Sorrow is the next thing, and quiet is the last.  
Love is the good thing, and quiet isn't bad,  
But sorrow is the very best thing I have ever had."

Indeed, sorrow can come to us in many guises. We may be the victims of handicaps illness or even death, and whether we wish it or not, we must meet all of these sooner or later, face-to-face.

Doubtless, you remember the famous Talmudic tale, which comes from the literature of my own people, which was made into a short story by Somerset Maugham entitled "Death Speaks." It seems there was a merchant in Baghdad who sent his servant to the market place to buy provisions. In a little while, the servant returned trembling, and said:

"Master, just now, when I was in the market place, I was jostled by the Angel of Death whom I have seen there in the market place. Would you please, then, Master, lend me your swiftest horse? I will take it and ride to another city to avoid my fate. I will go to Samara and death will not find me there."

So the merchant lent him his horse and the servant fled as fast as the horse would to the description given to him by his servant, he recognized the person described by his servant. He said to him:

"You beckoned my servant earlier today."

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“Oh, your servant? I didn’t beckon him. This was a sort of surprise, meeting him here in Baghdad when I had an appointment with him in Samara.”

Indeed, my friends, we cannot escape the grim reaper. There is no escaping that which we know as physical death, and we must resign ourselves to the inevitable decree of God over all that is mortal.

Let us know, too, that sorrow cannot be entirely escaped in life, for it is intended as our mortal portion. Doesn’t the Bible state:

“Like the father chastiseth the child whom he loveth,  
So does the Lord chastiseth those whom he loveth.”

A soul, by the force of sorrow, is uplifted to the purest sky of undisturbed humanity.

Yes, my friends, it is really sorrow that gives us the wisdom which enables us to know and commune with God and even with humanity, when we realize that our days are numbered, and so why do we deal treacherously, one with another? Can we not live in peace? Can we not do our good deeds today, while we are still among the living?

A little more loving and a little less hatred, should be our criterion.

In my days, as I have been privileged to serve as a Rabbi in Israel and as a Chaplain, I have seen great heart aches and much tribulation, but I still believe that where there is sorrow, there is holy ground. I have heard men and women cry out: “Why has God done this to me?” It was as if the blow fell for the first time on them alone.

I have heard the bereaved, in their anguish, blame the physician or surgeon, even when old age had exacted its inevitable toll; but, on the other hand, I have heard some say, as they approached the hour of the archer; “Life owes me nothing; I am content.”

So we meet our tragedies, according to the preparation we bring to each crisis, and nothing is more beneficial than the lessons we learn from our ritual which, tonight, we are exercising, and the belief in the goodness of God, and that, yes, though we walk through the valley of the shadow of death, we can truly fear no evil, for death and trials of life hold no fear, for God is with us, and He is always with us, as we steel ourselves to encounter the shocks and the disasters of life.

For these great teachings, we can turn sorrow into the best thing by giving fragrance to the memories we cherish.

So what is it that we remember most, as we sit here this evening in this very beautiful ballroom in the Wentworth-By-The-Sea, overlooking one of the most beautiful and awe-inspiring panoramas of nature. At this hour, for many, there is the recollection not only of the memory of those names read in the Roll Call, the memory of a beloved father who is removed from his earthly tasks, but we become mindful of the devotion with which he tended and guided us, the sacrifices he made and the joys and the comforts he brought. All who recall a father know that they will be forever bound to us by undying love, and this, too, is part of the mystery of life and of love and of immortality.

Then, there may be some among us who call to mind the departed husband; they recall the affectionate bonds formed in the presence of God, the faith and the understanding, the struggles and the hopes, yes, even the trials and the griefs and

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the fears and the joys they shared. And they, too, become alive, as we think of them as they were alive, and that is the only way we can think of them, as they were alive. Perhaps they may be parents, in our midst, who now see again their beloved son or even a daughter who was taken from them in the freshness and the vigor of youth and for whom they had planned and hoped, and upon whom they lavished loving care and affection.

We cannot think of life in terms of death, but rather, are we enjoined by these exercises to think of life in terms of life, for they live again whose memory we recall this evening.

Then, there are those who recall a brother, now no longer among the living, with whom they grew up in happy fellowship, loyal and devoted companions who shared with us the experiences of childhood and of youth.

There are those who now recall friends, companions, who were dear to us in life and whose friendship and understanding were a constant benediction to us.

We recall in this solemn hour those with whom we worked, friends with whom we walked on the same paths of life, and had the same aspirations, and they have now gone, in answer to God's summons.

My friends, I find it impossible to believe that these people who once lived and loved and sang and made music and who passed from the scene of their earthly existence are no longer a part of life and that they no longer exist, and that their lives were futile and vain, even as I cannot permit myself to believe that a Moses, an Amos, Jesus and the long range of their successors, whose souls were wrapped up in the mystery of Divine communion, they who heard the voice of God in the stillness of the night and in the crashes of thunder and of lightning; they whose vision extended to the very end of time should have succumbed to the paralyzing thought that they would forever be cut off from God and the Temples of His universe, and we who may be sharing great religious truths certainly believe that they are now in Paradise in the place that is set aside for the righteous.

It is inconceivable, my friends, that the mind that painted the panorama of creation, unfolded in the Book of Genesis, reaching its climax in the creation of man and the image of God, should wrap and destroy that image after a mere span of mortal years. This, I absolutely refuse to believe. It is futile to try to bring back that which has gone before and which, by the very nature of the universe, must change its existence.

Do you remember the ancient parable which comes down to us from the literature of my time, which tells of the father who daily went to weep at the tomb of his son, so the son, from his abode of happiness, looked with compassion upon his father and, at length, assuming human form again, he centered on earth and lowered himself down near the tomb where his father lay, again to weep. The father approached him and said:

"Young man, why do you weep?"

"I am weeping," replied the son, "because I yearn for the sun and the moon, to make a pair of wheels for my chariot."



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"Young man," said the father, "you must have lost your reason. Who can make chariot wheels out of the sun and moon?"

And the youth answered:

"You are weeping for a mortal whose transient life has passed away, but I weep for the sun and the moon, which I continually see and have before me."

And so, my friends, nothing should be guileless, from tears for our loved ones, but we must eventually learn how each felt when he stayed to weep. It is futile to bring back that which lies before the world and reality, however precious to our hearts. Our loved ones do return to us, not through physical communication. The dead do live. Indeed, we who are religious, believe that they live. Their souls live on, and we have evidence of their continued life, chiefly through the imprint of their influence upon our being.

We would come with the departed through blessed recollections, through fulfilment of the ideals. We can be one with them, and in truth we can say that God delivers our soul from death.

My friends, is there not in these thoughts an inkling of the avenue through which every one of us can attain a personal immortality? Each of us can live through membership in the service to the undying and in destructible ideals professed by our great religions, so that a beautified soul does not die. When we can convince ourselves that an individual soul has significant life in its own right, then we can find consolation in the words of classical prayer. Our soul is bound up in the cluster of eternal life. No one of us, however, humble or unnoticed by man, lacks his rightful place in the eternal economy.

And so, tonight, I ask you to remember the departed, their good deeds, their love for us, their dedication to duty, the significance of their careers, whether humble or conspicuous and their share in our destiny. And let us go forth from this service of Memorial stronger, wiser and richer.

There is this one thing, this one belief, that I can carry away from this ballroom this evening. The faith that is man's glory, his triumph, his immortality, is there. I believe in deathlessness. I believe in the continuity of life to eternity, and I believe that where God is, and He is everywhere, there, death is not. I believe that what we call death is but the transition and that it is a change from one form of life to another. I believe that it is literally true that they live whom we call dead, and they live in God. I do not know and, therefore, cannot tell you what form that life beyond this life assumes; but, I do believe, with all the fervor and earnestness that I am capable of, that life is progressive, that life is continuous, through eternity. Birth and death are but incidents in the eternal drama of life, and we are part of God's essence at birth, and when what men call death comes, I believe we are translated to the source from whence we came. I cannot conceive of nothingness. I cannot conceive of utter annihilation, so long as I believe that God is both God and Eternal. And so God is.

Therefore, it must be true that our dear ones, translated from life to life, continue to be, and if God is with us, as I truly believe He is, then they are just as truly with Him.



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My friends, this is my faith. I believe it and sustain it reverently; hopefully, I pass it on to you.

PRESIDENT BULGER: We will now hear a Selection by the Chancel Quartette.

(The Chancel Quartette then rendered "Lord Be With Us 'Till We Meet Again.")

PRESIDENT BULGER: Our Chaplain, the Reverend John P. Fitzsimmons will now deliver the Benediction.

REVEREND JOHN P. FITZSIMMONS: I want to thank you, Rabbi, for a fine address.

Almighty God, Heavenly Father, we ask Thy blessings and Thy love upon all of our lives and each one of us in our families that they may forever live in Thy concern and Thy care, now and forever more. Amen.

PRESIDENT BULGER: The program will give you all the announcements as they stand. If there are any changes, they will be announced by our Sergeant-at-Arms in the Dining Room or in the Technical Sessions to come.

I want to thank all of the participants who have taken a part in this Memorial Service. This completes our Memorial Service this evening.

(Adjournment of Sunday Evening Session at 9:50 o'clock P.M. June 22, 1969.)

#### MONDAY AFTERNOON SESSION — JUNE 23, 1969

The Monday Afternoon Session convened in the Ballroom of The Wentworth-By-The-Sea at 2:15 o'clock, with President Bulger presiding.

PRESIDENT BULGER: Our Fellow Chiefs are still coming in from the Dining Room; we know that once we start action in the Ballroom here, there will be more of them arriving. Our faithful people are here and more are arriving, as you can see.

On behalf of the New England Association of Fire Chiefs, I want to welcome you all to our first Technical Session. I know that you have all referred to your programs, and you know what the agenda of each session is. Part of the agenda this afternoon is going to take in a most interesting discussion by Eugene H. Wessells on "Resuscitation."

The first time I saw the demonstration that you will witness here this afternoon was almost ten years ago, and unless my sight may be deceiving me, it appears that Resuscitant Annie has taken on a little weight, like the rest of us. It may be that there's a cure for that.

It is with a great deal of pleasure that I introduce to you our Program Chairman, Chief James Brennan of Salem, Massachusetts, who will conduct our Technical Sessions for us. (Applause).

CHAIRMAN JAMES BRENNAN of Salem, Massachusetts: Thank you, Mr. President. It gives me a great deal of pleasure to welcome all you Chiefs and guests to the 47th Annual Conference of the New England Association of Fire Chiefs, Inc.

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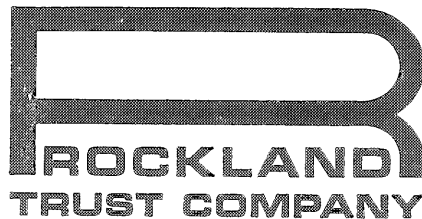
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The Program Committee feels that this program will not only be interesting, but will be meaningful, as well. It is diversified and offers something of value to the Municipal Chief, the Rural Chief and the Volunteer Chief. I am sure the attendance at these programs will be good, for the success of the Conference can only be determined by what you receive from it and take back to your communities for implementation.

Something new has been added, a gimmick, if you will. As you entered the hall, you received two coupons; one was deposited in a box, and the other, with a matching number, you kept. Sometime during each of the four Program Sessions, one will be drawn and the lucky person will receive an attendance gift. You must be in the hall to receive the gift.

I want to express my sincere thanks to the other members of the Program Committee; Chief Joe Cremo of Portland, Maine and Chief Bob Ulm of Easthampton, Massachusetts, without whose help this program would not have reached fruition. Also, I want to thank Frank Mahoney of the Boston Globe for the coverage given to the Conference in his paper.

The Moderator of today's Program is a Chief who has earned a reputation for zeal and accomplishment, Chief V. Paul Leddy, of Hamden, Connecticut. Chief Leddy! (Applause)

**MODERATOR V. PAUL LEDDY:** Good afternoon, Ladies and Gentlemen. It is a great pleasure for me to serve as your Moderator for the first of the series of programs at this, the 47th Annual Conference of the New England Association of Fire Chiefs. We have a very interesting program for you, with two very capable speakers.

The first of the speakers is Mr. Warren Y. Kimball, whom a great many of you know. Warren says he was born into the Fire Service. As a small boy, he lived across the street from old Engine 8, as well as the repair shop and the drill school of the District of Columbia Fire Department. When only fourteen, he went to work on a newspaper and, armed with his press card, attended major fires in the city.

He joined NFPA as an associate member in 1925. In 1928, NFPA hired him and placed him in charge of Fire Records. Shortly thereafter he joined the volunteer ladder company at Hingham, Massachusetts, while at the same time quite regularly bunked in with Engine 23 of Boston, fighting fires with that company in the Roxbury District.

In 1937, he was appointed Associate Editor of the old NFPA Volunteer Firemen Magazine. Later, he became first Editor of the present NFPA FIREMEN and is now its Managing Editor.

When NFPA created its Fire Service Department in 1953, Warren Kimball was named Manager. He is Secretary of a number of NFPA committees dealing with Fire Service matters, including the important committee on Fire Department Equipment. Frequently consulted by Fire Chiefs throughout the United States and Canada, he has received numerous awards in recognition of his services to various Fire Departments. He is the author of many texts and manuals published by the NFPA.

Mr. Kimball's subject this afternoon is "Fire Attack" and it is my pleasure to present him to you at this time. (Applause).



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**FIRE ATTACK****By Warren Y. Kimball****Manager Fire Service Department  
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Thank you, Mr. Chairman. I want to thank Chief Brennan for inviting me up here. Also to Chief Bulger, President of the Association, I very much enjoyed this morning the meeting of the New England Division of the International Association of Fire Chiefs. We have President Beadle of the IAFC here with us again this afternoon, and I think that is a real privilege.

Before I get into the "Fire Attack" remarks, I do want to express my appreciation to several other Chiefs who make my job possible. I have a Fire Service Committee made up of Fire Chiefs, and two of the Committee are distinguished New England Chiefs, Chief Frank Sweeney from New Haven, who is Chairman of the NFPA Fire Training Service Committee. We heard this morning that he puts on, as Co-Chairman of the Educational Program for IAFC. He has done a terrific job with the Training Committee, getting out new Training Standards. They got out a beautiful text book on "Hose and Ladder." Frank is doing a real job, as he does on everything.

International Vice President Walter Carter of Lynn, is very handy to me. He is Chairman of the Fire Equipment Committee, having the responsibility of Standards on Fire Apparatus and all types of apparatus and equipment. We have a lively group. We have manufacturers there, and we have a good many Fire Chiefs from around the country, from the various parts of the United States and Canada, and we also have some Underwriters' representatives from the Underwriters' Laboratories. As you know, they test the apparatus, and believe me there are some hot and heavy situations that are talked over, and Walter Carter is a Master at M.C.'ing the conferences. He and I handle at least 500 inquiries a year from Fire Departments about the apparatus and apparatus problems.

I should also report to you, even though some of you know this, that Mr. Bugbee retired as NFPA Chief Administrator, and Charlie Morgan has taken over and has given real support to the Fire Service. We have new quarters on the 8th floor of 60 Batterymarch Street. Drop in to see us; we would be delighted to talk over these things with the Fire Chiefs. We are happy with that arrangement.

The subject assigned to me is that of "Fire Attack." I do not propose in the moments that we have together, to repeat what all of you know, or have read or experienced, in attack concepts on specific fires, but this is a day of real technology in the Fire Service.

The science and art of effective Fire Attack is receiving much attention from Fire Departments of all types and sizes throughout the country. There are a number of reasons behind this including new and greater fire fighting problems such as large area shopping centers and industrial concentrations out of the former high-value districts, improvements in fire apparatus and equipment, and changes in firefighters' wages and working conditions which have influenced changes in the way Fire Departments are organized and are operated.

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Of course, Fire Attack is but one phase of the Fire Chief's management problem, but is of importance because it influences the degree of success obtained on the fireground and because in the eyes of the public as well as to members of the fire service, success or failure in controlling and extinguishing fires is still a primary if not the primary mission of the fire service.

From both operational and training points of view, we tend to group Fire Attack activities and capabilities into three general components. This may be an over-simplification but seems to be a useful and practical manner of dealing with a very complex subject where a great many things are going on at the same time. These general subject areas are first command. This is the job of directing and controlling the fire fighting operation. You may have the best possible resources in men and equipment, but unless these respond to the directions of the Chiefs and other officers, the overall results are likely to be less than satisfactory. I am sure that many Chiefs have experienced the situation in which a company or unit on which they are depending to carry out part of their battle plan, had already been committed in some manner which may have been less essential.

The command phase of Fire Attack is dealt with at some length in the NFPA Fire Attack books and will not be discussed in depth here. It includes the practical operation of chain of command on the fireground, including assignment of officers to be responsible for certain functions and operations, to allow the Chief in charge to exercise overall control without becoming bogged down in petty but important details.

The command function of Fire Attack also includes effective communication both on the fireground and back to the fire alarm or communications center. This is being recognized to be of increasing importance in modern operations. Structures are getting larger and larger. For example, shopping centers may be several stories high, covering the equivalent of several city blocks and with covered over walkways which are almost in the nature of internal streets. Even in more routine fires involving or threatening groups of buildings, command and communications operations tend to be increasingly complex. Fire Chiefs need aides or assistants trained in this important task of keeping the total fire fighting effort cohesive and well coordinated under the direction of the Chiefs in charge.

At various fire officer command schools around the country, this type of work is receiving deserved attention so that all officers concerned will understand the basic principles, their fireground application, and therefore will be able to carry out their assigned roles.

It was my privilege this spring to attend the 11th Annual Northwest Command School at Yakima, Washington. Some 400 fire officers were in attendance from as far as Alaska, Hawaii, and Montana. It was very impressive to see how they dealt with various command problems, both involving administrative and fireground operations. The classes were divided into small round table groups who were given various problem situations. The group would decide the action they would take. Each group's answer was put up on a screen, and in the critique each defended its position and reasoning. The problem questions were so arranged that if a group showed poor judgment in an answer, it was likely to find itself in trouble handling the next question. There were separate classes for paid and for volunteer officers taking the same basic course but with course content modified for the class of service. I was extremely impressed with the highly developed fireground command procedures being used in that part of the country. They basically follow the Fire Attack books but have developed applications to meet their local situations. This, of course, was the intent.

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The second major ingredient of Fire Attack is the application of the extinguishing agents needed to control a given fire situation. At most working fires this will be various types of hose streams, although other agents are involved in given fires. This is what the public sees when they watch Fire Departments in operation. In a fire of any complexity, the success of the Fire Attack with hose streams or other agents, will be determined in a large degree by the measure of control and direction maintained by the fireground commander, as has been previously discussed.

The standard way of measuring Fire Attack capability is the number of standard hose streams employed, which are taken at an average of 250 gpm. As is shown in Fire Attack 2, this is a convenient way for estimating the number of pumpers, manpower, water supply, and so forth, that will be needed to cope with almost any fire situation large or small. Obviously, in modern fire fighting you use various types and sizes of stream. You have two or three lines supplying a heavy stream device, or a number of 1½ inch lines in service, but for practical purposes the "standard hose stream" makes a common denominator that is easy to use. If you are putting 3000 gpm on a fire, this is equivalent to 12 ordinary standard streams through 2½ inch hose, whether the water is being applied through portable turrets, ladder pipes, hand lines, or other devices providing the total flow.

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In more and more cases these days Fire Departments do not find all the water they need for hose streams at hydrants near the fire. Large properties have been built in fringe areas remote from existing strong water systems. A study of all fire fighting operations at the 400 largest fires of 1967 published in NFPA Fire Journal, showed a large percentage of cases where water supply deficiencies was a principal difficulty in fighting the fire. In some instances as many as 50 Fire Department tankers had to be employed in large fires, with amounts of water transported being as high as 300,000 gallons. Pumper relays and supplementary pumping procedures were commonly used. Often a combination of these means was employed.

Thus for many modern fire officers the problem is not merely one of knowing the correct nozzle pressure for a given tip at a stated location, but knowing where to get the needed water and how to move it quickly and efficiently to the fireground. Some of the worst losses involving water supply limitations occurred within the boundaries of large cities. There might be 12,000 gpm fire flow available downtown, but perhaps only one or two hydrants on mains of limited capacity close by some of the larger properties on the perimeter of the city.

As shown in numerous items published in NFPA FIREMEN, Fire Departments are much concerned over the efficiency of their water tank apparatus, whether booster tanks or pumpers or large tankers. Standards for water tanks in NFPA No. 19, based upon Fire Department experience around the country, are intended to assure good performance. The trouble has been that so far UL has not tested tank flows when certifying pumpers, and manufacturers have tended to ignore this part of the standard unless the purchaser makes sure that he is getting what he paid for. Many Fire Departments report that they have had their water tanks repiped to get the specified performance on the fireground. The standard requirements are based upon the amount of water that can be transported per mile in a given time.



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There is one very important fact that must not be overlooked with regard to applying the desired hose streams on a fire. The fact that a pumper is certified as being able to pump 1000 gpm out of a test cistern back into the cistern, does not assure ability to actually get that pumping capacity applied on a fire. It takes first an adequate water supply for the desired stream capacity, sufficient hose capacity to move the water to the point of delivery (this often is a real problem), enough men to lay and handle lines, and where flows of above 250 gpm are wanted, ability to lay more than one line per pump quickly. In many cases additional pumpers will be needed for such things as supplementary water supply, boosting pressure to elevated streams, and for relay pumping where hydrants are not conveniently located. How often we notice large shopping plazas with hydrants remote from where hose streams may be needed.

In some places the Fire Departments are urging sprinklers for protecting large area and high rise structures where hose streams cannot be quickly supplied, using preconnected lines. In some cases it would take as many as a dozen men to stretch a single big line to the needed point of operation. With today's cost of Fire Department personnel, many Fire Chiefs are telling their communities that greater use of automatic sprinklers for places of high fire loss or life loss potential, is the only way that Fire Department costs can be kept at a reasonable level. When pension costs and fringe benefits are taken into account, it often is found that the cost of a single man on duty is from \$40,000 to \$80,000. Therefore, the most efficient means of utilizing Fire Department manpower must be sought.

As everyone here is well aware, the job of putting water on a fire in sufficient quantity, is only part of the fire fighting job. Many other things have to be done simultaneously. This includes immediate search and rescue. In Fire Attack it is convenient to group these other essential functions including forcible entry, ventilation, placing of ladders, and so forth, under the general heading of "truck work." Many Fire Departments are manned to put water on a fire but have weak supporting truck services. When rescue operations are necessary, much of the fire fighting has to be suspended, giving the fire further opportunity to spread and often adding further danger to both life and property. In Fire Attack we consider the requirements for the broad range of truck duties, and how they are to be carried out. This may include use of aerial ladder, elevating platform, squad, and rescue units or use of additional engine companies to perform such work. All of these factors are taken into account when studying Fire Attack requirements. General truck duty, regardless of by whom it is performed, is the third major area of concern along with command, and application of extinguishing agents.

While conditions vary from fire to fire and from city to city, in general you may find that about one-third of the work performed at fires comes under the general area of truck duty. Normally, salvage and a considerable part of overhaul is included.

There is a very important factor that is influencing the development of modern Fire Attack methods. That is the changes in Fire Department working conditions and on-duty manning. Even many large cities tend to have fewer men on duty per shift today than they did 20 or 30 years ago, so that Fire Department organization and operations have had to be adjusted accordingly. The two factors responsible have been shortening of firefighters' hours to make them more competitive with other forms of employment, and increases in wage scales.

Years ago a fire company was a rather formidable operating force. In paid Fire Departments 10 to 14 men were assigned to each company, but with the long hours of

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work then in vogue, enough men were on duty with each company to quickly run 2½ inch lines and raise long ladders. Today, except in some of the largest cities, it is much more common to find three men and even two men fire companies than better manned units.

The old volunteer companies generally had 15 to 30 active members, and average attendance at fires was good. Today response of call men and volunteers is below a satisfactory level, and in many cases where a paid driver is on duty, he finds himself alone with his apparatus until possibly some off-shift paid men arrive.

For years Fire Chiefs have hoped that they could restore their fire company manning to something near the former operating strength. However, with relatively few exceptions, added manpower has gone to reduction of the work week, which even at 42 hours is not short compared with other lines of work with which the Fire Department must compete to get men.

Gradually Fire Chiefs have realized that they had to get the best possible results with the men they had, rather than wishing vainly for "the good old days." This has resulted in new concepts of tactical organization and operations based around a group of men often operating several pieces of apparatus.

Outside of the major cities, if you go into a typical fire station, you are likely to find one company on duty manning the various pieces of apparatus assigned to the station. Generally this includes a pumper, very often a tanker or brush fire truck, often a ladder truck, and in some cases a rescue truck or ambulance. Men are assigned to the various pieces in accordance with the type of alarm received. If part of the on-duty force is tied up for a period of time, some off-shift men are called back and paid overtime to keep the other apparatus available for service.

In such Departments you may notice that the apparatus still carries the old "company" markings such as "Engine 5," "Ladder 2," "Tanker 1," but in practice separate company organization does not exist either on the roster or on the fireground. Yes, men normally have primary assignments such as driver of Engine 5, or of Ladder 1, but other members are detailed to pieces of apparatus as needed.

In recognition of these "facts of life," new operational techniques have been evolving. Where individual pieces of apparatus are no longer manned as separate operating units, a form of group action is employed. Actually this is not bad and often is quite efficient. For example, one piece is manned for the attack pumper, which is to go to work immediately at the fire using whatever streams are needed from a booster line to a pre-connected 2½ inch line or deck gun. Another pumper operating as part of the team immediately lays to water and is concerned chiefly with providing adequate water supply. Often this unit responds with one man assigned, although where it is necessary to take suction, two men would normally be the minimum. The ladder truck driver spots his equipment and assists his company by providing the various items of tools and equipment they might need. Where several men are assigned on the ladder truck, they perform ventilation and truck duty in support of the Fire Attack. Where a working fire is encountered, off-shift or call men may assist in the truck work.

In other words, the unit of operation is gradually shifting from the independent two or three man "company" to a coordinated group or team of men using several pieces of equipment in concert to achieve an objective. As shown in the Fire Attack books,



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where properly organized and trained, such groups can have a high degree of fire-ground efficiency.

Even in cities which have maintained the traditional company designations, we find the group operations or "multiple company operations" of increasing importance. It is being found that it is possible to concentrate very formidable Fire Attack forces using individual units which are rather lightly manned if the men and apparatus are properly assigned and coordinated.

Take, for example, the high value district of a city which has all three-man fire companies. Response to a downtown location may call for four engines, a squad, two trucks, a snorkel, and two Chiefs with aides. This is a response of 22 officers and men. If the jobs are assigned with proper planning of operations, it is found that very substantial Fire Attack capability is being delivered, using modern equipment and methods. In fact, many Chiefs are beginning to find that six men assigned to two pumpers, gives them greater flexibility of operation and use of manpower than the old six-man company unit. At small fires they do not have to tie up men that are not needed, and the coordinated two-piece operation can get more water on a fire faster than any single pumper set-up.

We are beginning to hear many people in our business speak of doing away with the term "company" as being no longer pertinent to modern methods of operation. We are hearing of "pumper-ladder companies" which are not in reference to quads or quints but a task force unit equipped and manned for both engine and truck service.

The importance and advantage of task forces in fire fighting was demonstrated in the civil disturbances of recent years, starting with the Watts riots in Los Angeles where it was found impossible to get proper coordination with the traditional separate engine and truck companies. In the past two years under Chief Engineer Raymond Hill, the LAFD task forces have been highly developed and expanded. The results on the fireground are almost sensational.

Instead of having a lot of separate units dribbling in to fires, the task forces arrive with the manpower and equipment needed to handle almost any situation. Recently I had the opportunity of inspecting Task Force 9 in downtown Los Angeles. This unit is manned by three officers and fourteen firefighters per shift. This is the same manning as formerly used with two separate engine companies and a ladder company. However, these have been grouped into a larger task force or attack unit, as follows: There is an attack pumper of 1500 gpm capacity, with everything needed for immediate attack. The task force commander rides on the front seat of this unit. In addition to the usual pre-connected lines, this pumper is equipped with a 50-foot platform having a 500 gpm fog nozzle which can be replaced with a 1000 gpm solid stream, if desired. The platform also has a 6-foot 1½ inch fog line for knocking down fires around windows, and a 100-foot 1½ inch standpipe line. Thus the attack pumper is equipped for pre-connected attack at any level up to 50 feet.

When going into service, the attack pumper lays out a 3½ inch supply line from the water supply pumper, which is a 2000 gpm job having two pre-connected 4-inch soft suction and four 3½ inch discharge gates. Normally one 3½ inch line will give the attack pumper all the water it needs. The big pumper is driven by an "auto fireman" or engineer.

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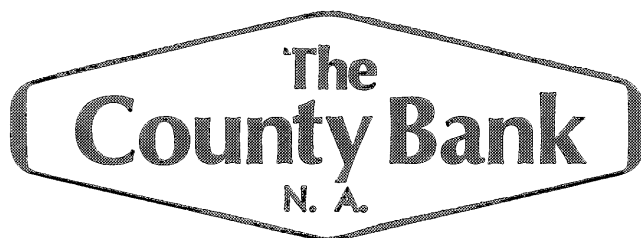
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The third pumper in the unit is a 1250 gpm triple combination commanded by a captain, with four firefighters riding. This unit handles still alarms for outside fires in the district, but when responding to structural fires it provides the task force commander an additional Fire Attack unit. He may use it to run a line to the rear, to lay another 3½ inch line from the main pumper to a heavy stream battery, to provide manpower for advancing 2½ inch lines upstairs or over ladders or in any other manner he directs.

The task force also has a 100-foot tractor-trailer serial commanded by a captain with five firefighters riding. They provide the truck support for the task force so that the men running lines do not have to wait for a truck to arrive and be assigned.

Chief Hill reports that these task force are so successful that additional units are being organized as fast as new quarters can be built to house them. Generally two old stations are consolidated to get the men and equipment needed. While I was there, there were some civil disturbances, and additional task forces were quietly organized and were standing by until the police reported the situation under control.

The task force officers I talked with were very enthusiastic. I also talked with Assistant Chief Jack Langston in charge of the Planning and Control Division. He is planning for some intermediate task forces in areas not requiring full heavy duty manning. These forces would have an attack pumper also equipped with a 50-foot platform or water tower, a volume pumper to take the hydrant, and a ladder company for truck service. A dozen officers and men would be assigned to these units which basically would be made up of a two-piece engine company and a truck company.

The firefighters are very enthusiastic about the 50-foot snorkels on the attack pumpers, and some of the companies in outlying areas are complaining that downtown units have been getting priority. It is possible that equipment such as the Snorkel "Squirt," which can be mounted on a standard pumper, may help to overcome this deficiency. Of course, in addition to the 50-foot platforms, there are the large separate platform trucks for water tower service. These units carry a great amount of special equipment in compartments. Salvage and rescue companies are also separate units.

It is not expected that organized task forces will meet all the needs for fire companies in a city covering some 440 square miles. There will still be double houses with engine and trucks. In addition, consideration is being given to a new type of unit. This would be in the form of separate fast attack engines housed in single neighborhood stations between the various task forces. These would have a large water tank, pre-connected lines, carry a fair amount of hose, and would be manned by at least four men per shift. These would be almost like the old chemical companies for fast attack service, but with an approved pump and engine company equipment. They can be used for neighborhood in-service inspections, still alarms, covering when the nearest task forces are engaged, protection of exposures at large fires during dry, windy weather, and many other forms of fire duty.

Incidentally, Los Angeles follows the practice of paying overtime as necessary to maintain the designated strength for each fire fighting unit. Some of the members are making pretty good money from overtime, in addition to their substantial base pay.

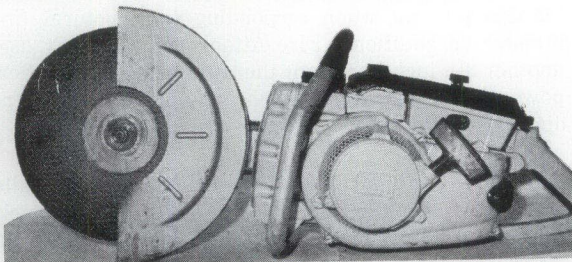
Another interesting development is the new computerized control center for which bids have been asked. This will provide detailed readouts for every alarm, showing exactly what units are available, and any information which the Fire Department needs

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to know about a given situation. The department is now working on six radio frequencies and expects two more. This permits handling of a number of separate fires with individual command frequencies which are obtained by selective switches on the radios, while having command and general traffic frequencies available which are not overloaded.

This is a brief explanation of modern concepts of Fire Attack organization, and some of the developments you will be hearing more about in the months ahead. Perhaps none of these ideas are unique, or particularly new, but are developments of good practice and sensible solutions to everyday Fire Department problems related to Fire Attack capability.

Thank you. (Applause)

**MODERATOR LEDDY:** Our next speaker was born in New York City and he was raised in Westchester County and educated in the public schools of Rye, New York. He was graduated from Pratt Institute School of Architectural design in Brooklyn.

In 1929, he went into the building business, but decided to study safety work in 1934. He worked for Socony-Vacuum Oil Company and worked part time in Red Cross Safety Work for Westchester County.

In 1941, he became the Director of Safety Services for the Springfield Chapter of the Red Cross. He set up and taught many training programs while with this group.

In 1945, he took training at Yale, in Remedial and Convalescent Swimming. In turn, he organized groups with the West Westchester YMCA.

In 1950, he became Safety Supervisor for the Western Massachusetts Electric Company, the position he now holds. He has served in many capacities on various safety committees and organizations. He has two daughters and two grandsons.

It is my pleasure to present to you at this time Eugene H. Wessells, who will present "Lip Service" to you as his part of this afternoon's program. (Applause)

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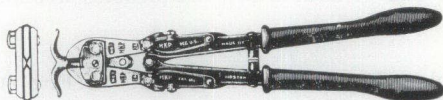
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Mr. Moderator, Officers and men of the New England Association of Fire Chiefs, Inc. This is the second time that I have returned to you, and I hope that I can give you something new. I hope you have forgotten enough of what I told you the last time, which I did not want you to forget. We cannot make too many changes in this subject, because we have pretty nearly, in our opinion, at the present time reached the ultimate in the saving of human lives where breathing has stopped and the heart has stopped.

I had hoped to bring Annie's daughter with me today, but unfortunately, and you might judge this from the preceding remarks at the beginning of the meeting about how Annie has increased in size, that was not possible. General Equipment tells me

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that Annie has not delivered Tammy as yet. So that that may be the answer to the increased weight.

However, it is a pleasure to be with you, and I hope I can give you something this afternoon which you can take home with you that will be helpful to you, and may be helpful in the saving of lives in the future.

I have had the pleasure of serving with the Edison Electric Institute, the Committee on Artificial Respiration and Cardiac Massage, during the development of all the things that I am going to talk to you about this afternoon. I have had the pleasure of working with Johns Hopkins, under Dr. Coleman Haven, who has instituted many of these things; therefore I shall try to give you, first-hand, many of the things I shall talk about this afternoon.

Since the beginning of time, man has done his utmost to preserve and restore human life. Human life has always seemed to be an important thing to other human beings. However, as we read books and hear stories and see pictures depicting some of the methods that were used to restore human life, we cannot help but feel that many of these methods were completely without any scientific knowledge. Many of them hinged upon barbarism and much superstition.

Scientific development of the human life has only been a recent development, as we know it today, and it is our privilege to live under it. This is the reason there have been many changes in many of the techniques used over the years to try to save human life. The only way these people had to determine what was wrong with any one when they died or had some sickness was to observe external appearances. This is the reason artificial respiration and the restoration of breathing has, over so many years, been prevalent in people's minds.

Over the years, there have been many changes in techniques of how to restore breathing to people. Many techniques, probably some of you have never heard about. Many techniques probably have never been recorded, because they perhaps never restored any lives.

However, a number of years ago, Dr. Kopevich of Springfield College wrote a book known as "An Adventure in Artificial Respiration." This book depicts 134 different methods of giving artificial respiration, so that someone must have thought they had some virtue or they would not have been recorded from the archives by the good doctor. Many of them are beginnings. Many of them are difficult, with our educated minds; yes, almost impossible. Such as the early American Indian would take the large intestine of a pig, insert it into the rectum of the man who stopped breathing, and blew tobacco through it. Maybe this was the way to teach people how to smoke, using the wrong end!

Another method that had virtue was the method used in early England. In the film, the credit was given to the Chinese. I have always heard the credit for the English. The horse is started off on a mad gallop. Well, I can understand how this will get air out, but not how it gets in.

Another method used was to take a victim and hang him by the heels on a tree limb. This, you could liken to the method so common in the English Navy. Each English battleship is equipped with a seesaw. They placed the waste of the victim on the

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seesaw, and when they went to force the air out, it forces the intestines against the diaphragm and forces the air out. Then they drop the feet, which throws the intestines away from the diaphragm and allows the lungs to open, taking air in.

So there have been many methods which, if we think about them today, we think of some superstition, even though some of them had some virtue. But, the fact is that people have tried, repeatedly, and until recently when we have had actual scientific knowledge of the human anatomy, little thought was given to what occurred inside the body, but rather about what appeared on the outside.

Now, in the recent years, we have seen better methods of artificial respiration, methods which really did something.

Since I was a boy in Boy Scouts about a hundred years ago from now, there have been about six different changes in the accepted type of artificial respiration. When I was a Boy Scout, and some of you probably have lived through the same thing or you wouldn't be good firemen today, this planted the seed of being a good fireman. I remember when I first went into scouting, the old Sylvester method was used, the first recognized method of operation. Dr. Sylvester invented or developed this method, and it was a push-pull method of artificial respiration. Do you understand what I mean by that? The push-pull method applies pressure upon the body to force the air out; by expanding the abdomen, lifting the arms, twisting the body or hips, you expand the chest cavity and atmospheric pressure causes air. This is known as the Double-Action Method of artificial respiration.

I first learned that method as a Boy Scout.

Then, we came into the early 20's and the middle 20's, and at that time, it wasn't quite as lush as far as money was concerned as it is today, for today there is no limit to the money; but, in those days, they were getting the lesson of how to act, today, and they went broke doing it. Through the 26's, 27's and 28's, they got lazy. They kept saying: "We want a method with only half the amount of work."

Dr. Schaeffer came along and brought his method, where you place the man on his belly and press on the back, and you push the air out; after that, you say to the fellow:

"Go ahead, Buddy; I got it out for you. Now, you take in something."

And if he didn't that was his problem. But, according to history, many people were revived; there is no actual count, but positively it did some good.

During World War II, at the end of the war, a message was brought out from the Surgeon General's Office in Washington that the Germans had developed a nerve gas, and this nerve gas could be very destructive to our soldiers who were fighting over in Europe. We also had the nerve gas, but we claimed we weren't going to use it. This would paralyze a man's reflex actions, and he would suffocate.

The Surgeon General's Office requested that studies be made for a push-pull method of artificial respiration where you not only cause the air to go out, such as the Sylvester Method, but you cause the air to come in. Five different colleges were approached at that time, and all of them, Springfield College, the University of Illinois, the University

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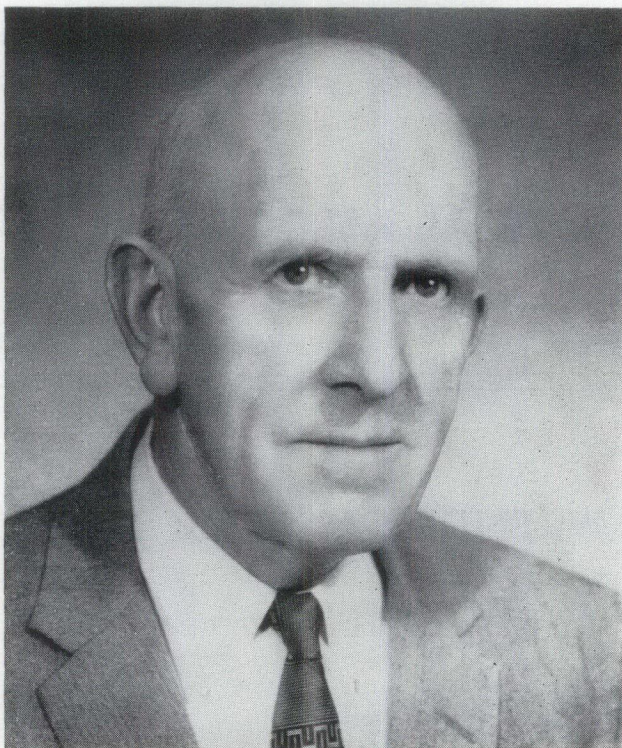
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of Southern California, the University of Pennsylvania and the University of Florida, got in on the research. At this time, I was close to Dr. Kopevich at Springfield College; he used to criticize me continually, because we used to use the Schaeffer method, and he didn't think the method was worth the powder to blow it. He said to me:

“Gene, I’ve brought a method with me from the old Scandinavian countries which is far superior to the Schaeffer Method. It is a method we used to use over there at the university. Why don’t you try it?”

Well, when he took his research to the Surgeon General’s office, at the time they called all of these colleges in with representation to demonstrate what they had come up with, he took down what he called the Holger-Neilsen Method of artificial respiration. At this time, they gathered together many volunteers, prison inmates, soldiers who volunteered, and some of the volunteers were young doctors, and they were all subjected to a drug known as curare; it is a drug that, when given, if not adequate artificial respiration is given, they will die; therefore, they had to be watched very closely after they were given this drug to see the reaction of the artificial method being used. They were all given the drug, and some method of artificial respiration. The Schaeffer method was the only method that they had to change; it was not sufficient to keep the victim alive. The only method accepted came to be known to us as the back pressure, arm-lift method of artificial respiration, which was accepted by the government in 1935 or 1936, and it became the universal method artificial respiration, the Holger-Neilsen Method that Dr. Kopevich tried to get me to use.

However, I couldn’t accept it. I worked for the Red Cross and I had to accept their method. However, the Holger-Neilsen Method was adopted, and we used it for a number of years. As a matter of fact, the day that the Holger-Neilsen Method was adopted in the country, I was teaching the Holger-Neilsen Method. My research with Dr. Kopevich had gotten me ahead, in this country. Every one of those boys got training. The doctor’s office was directly across the street from mine, and we were in close contact. I worked with him on the preparation of the Medical Manual for the Army for Transportation and, of course, the doctor spent a great deal of his life in Manual Methods of Artificial Respiration.

He was interested not only from the standpoint of how would it revive someone who needed resuscitation, but he was interested from the standpoint of how much energy was expended by the operator. He said to me many times:

“The amount of energy expended by the operator is more important to me than what it does to the victim, because if the operator gives out, nobody gets anywhere.”

I remember one morning he called me on the telephone and he said:

“Gene, could you spare a few minutes to come over here? A young doctor by the name of Peter Saffar from a hospital in Pennsylvania has just developed a film for release to the medical profession which condemns every Manual Method of Artificial Respiration known to man as being ineffective and impractical, not because they didn’t move air, but because there was no way of determining that the trachea was opening and air was passing in and out of the windpipe.”

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Then he explained that this man had condemned all of the Manual Methods of Artificial Respiration that the good doctor had been working on for years. I went over to his office and saw the doctor and I saw the film. In this film, Dr. Peter Saffar said he had come out with a new method of artificial respiration, a new method to man today that did not employ any manual operation whatsoever, but employed the contact of lip-to-lip, mouth-to-mouth breathing.

Dr. Kopevich said to me:

"Gene, I want to tell you at this time that there is nothing new under the sun. Dr. Peter Saffar said he had developed a new method of artificial respiration, that it was completely unknown. And yet, when you go home, if you will open your Bible — (incidentally, I preached a sermon on this yesterday morning, as I am a lay preacher) if you will turn to Second Kings, the fourth Chapter, 23rd verse, you will read that Elisha was called in to save the life or to restore the life of a young boy by his mother. Elisha went in, and he placed his hand upon the boy's hands, his eyes upon the boy's eyes and his lips upon the boy's lips, and he breathed the breath of life back into him.

"Now, if this wasn't mouth-to-mouth breathing many thousands of years ago, I don't know what it was. It goes on in the next verse to say that the boy sneezed seven times. But I don't want you to be confused into thinking that it is necessary for a man to sneeze to start breathing again. If you will remember the Biblical depiction, 'If he kissed you, you would sneeze, too,' you can remember what he looked like and his whiskers. The boy opened his eyes and was restored to life. So that as good as Dr. Peter Saffar was, he wasn't that good. He did not come up with anything new because it has been known to man for years and has been used on babies in the hospital for years. I don't like to have people take credit for things that don't belong to them."

Now, what is the difference here, and why did this happen? True, as we approached our scientific era of today, when science delves into the depth of things and knows the cause and the underlying background and we do things from an intelligent standpoint, most methods of artificial respiration, up until now, were developed purely and basically by the straight medical profession and not by specialists. They were developed under the direction of doctors who thought they were doing what was right and not under the direction of specialists.

Dr. Peter Saffar is the first doctor who has worked on artificial respiration who is a graduate of the School of Anesthesiology; this is the place where they deal with man's breathing, and he knew what happened in the throat, and in the lungs, when a man stopped breathing, or when artificial respiration was started to be given. So that he, with his mouth-to-mouth breathing, knew what he was talking about.

Now, mouth-to-mouth breathing has become the standard method of artificial respiration. In the initial method of mouth-to-mouth breathing, there were several things done that have been changed since that time, because they were found not to be necessary.

In the first place, in mouth-to-mouth breathing, you are able to control the neck and the trachea, so that you know the breath is going in, because it is the first method we ever used where we blow the air in and don't force it out. You have control of the head, so you have control of the trachea.

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In the emission method, they said to tilt the head back. How about it? Nobody ever told us. How far back? In your mind, and perhaps in the minds of all of us, there may be a difference in the degree of how far we mean when we say "tilt the head back." But, it is important that you tilt it back right, in order to get the trachea open and keep it open.

I asked Jim Elan from Roswell Park Institute, and he has done a great deal of research on this subject, just exactly what is meant. He made some x-rays and I have a couple of copies of them at home, showing the trachea and where the head had to be, and I can tell you right now. Tilt your head back so far that you can't swallow; that is how far back the head should be. And, you are not going to break anybody's head; you are not that strong. It would be impossible.

Now, originally, we said to tilt the head back and put your ugly hand in the man's mouth, whether he liked it or not, pull the lower jaw up and breathe, after you have held his nose.

However, this made it difficult to get a tight seal around the mouth. People weren't absolutely sure this was going to work. But in the x-rays that Jim showed to me, they do show that this is not necessary. People are afraid of the tongue going into the throat. This was an old depiction that came out many years ago. Whenever anybody was lying on their back, they were sure the tongue would drop into the throat and he couldn't breathe.

I can remember the old inhalators. They used to come with tongue forceps and screw plugs and the safety pins. When you got the guy's tongue on it, you would put a safety pin there and put a weight on it. We used to be barbaric, I guess, and we still are. But, there is no such thing as swallowing a tongue; you have to swallow the lower jaw to swallow the tongue, because it is fastened there. It is only because the lower jaw drops back at the time of the relaxation of the face muscles, that we are able to do this, for then you pull up the jaw and pull up the tongue. This was shown in the x-rays I have spoken about.

It has since been found that this is not necessary to pull up the lower jaw. If you tilt the head back far enough, the lower jaw comes up. All you have to do is to take two or three fingers, put them under the back of the neck and lift the neck enough so that you can drive the head all the way back. Push the head back and let the person stand on the top of their heads; pinch off the top of the nose, and then breathe until the chest rises. It is just as simple as that.

In normal breathing, it is fifteen to eighteen times a minute; that is, if you're not too near a blonde! However at the time this happens, all the muscles of the body are completely relaxed and all the functions of the body are slowed down and retarded, so that we reduce breathing at this time to about twelve times a minute. We coordinate our effort with the response of the body, and give them artificial respiration twelve times a minute by mouth.

Let me just reiterate. Put the fingers under the back of the neck, force the head back, pinch off the nose, and relax. You are not going to fight this guy; you are going to give him some breath. Most people try to fight.

I give a demonstration five or six times a year to a group of high school kids in West Springfield. We have a very modern science teacher there who is extremely good,

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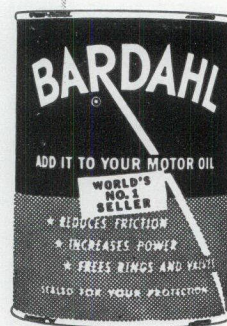
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a good science teacher; but, she is a little too close to the age of the senior students. When I spoke of making "a big mouth" and give these people lots of air, then as the teacher called the students up for practice she would say to them:

"Remember, you make a big mouth, but French kissing isn't going to help you a bit!"

Now if, for any reason, the chest stays expanded and does not go down, then you gently put your hand on the lower chest and push the air out. Very rarely, it happens. Sometimes, it does. If the chest stays up, push it down gently, and then give another breath.

Jim Elan is quite an exponent of mouth-to-nose breathing. You may not realize that the mouth and nose go to the same place; you can use either one as a portal. Many doctors prefer mouth-to-nose breathing.

When you give mouth-to-nose breathing, you do it identically as mouth-to-mouth breathing, except that you get the head back, and you push the jaw up until the mouth is tight, and then breathe through the nose.

Now, you are going to give artificial respiration to a man. This is very good. Don't try to give it to a woman. I never knew a woman who could keep her mouth shut long enough to revive her!

Are there any questions thus far with what I have told you. Is there anything that is not clear?

QUESTION: On that, you say about twelve to a minute, but what if you have more or less than that, and how are you going to judge? Have you got to practice on that? And if you do it fifteen or twenty times, is that going to make any great difference?

MR. WESSELLS: No; but, you are touching a soft spot with me, because I am a crank for training. As a matter of fact, I am going to tell you something today, and you may not like me for it, but I don't care whether you do or not. I wouldn't have a resuscitator on my premises. And, do you know why? Because most people never learn how to use them right. Once they get a resuscitator, they get lazy and won't practice artificial respiration; according to some of the experts, nothing has been made, yet, to replace the human mouth and a pair of hands in an emergency situation.

The minute you put a resuscitator in the Department, the training on manual resuscitation goes out.

I train my men twice a year, in a complete course of Artificial Respiration, all over my thousand employees, and I give them pole-top resuscitation, in full. When they get out of there, they know what they are doing, and they are accustomed to the twelve or fifteen minutes a minute. Yes, you do have to practice it. It is the only way that any of these things can be done effectively. Spend as much time practicing this type of artificial respiration as you do worrying about how you are going to operate a resuscitator at the scene, and you will do good resuscitation, mouth-to-mouth.

This is something you can judge approximately with a little practice. Does that answer the question?



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CHIEF SWEENEY of Connecticut: What about dentures, then?

MR. WESSELLS: When you start artificial respiration, you rake out the mouth and garbage; the mouth is the most unclean place in the world, and you can't tell what anybody has in it. So rake the mouth out. Furthermore, I never saw a pair of dentures go down into the throat. They are big enough to hold on the jaw.

QUESTION: What special recommendations might be suggested or required in the cases where you know there is a disease or some such thing as that, also involved?

MR. WESSELLS: This has always been a subject with which we are familiar; we know that every victim you have isn't going to be sterile; we know that disease can be communicated.

I can't help but be reminded of a young boy who worked in the New England Electric System, and they had an electrocution, a stoppage of breathing. This young kid had learned to do mouth-to-mouth breathing and he jumped in and did it on this individual. Even though people who are victims of this are not very palatable, and you know, they don't look like Marilyn Monroes on the stage, but they look like they spent the night in the gutter. Some of them have long beards and vomitus coming out of their mouths many times, and this is not a palatable sight, to think about putting your hand in the mouth and raking it out.

Nevertheless, this young boy went ahead and did the artificial respiration on this fellow and he worked on him for fifteen or twenty minutes. The foreman came over and said:

"Would you like to have me relieve you?"

So, Johnny went over to the bushes and up-chucked his lunch and came back and said:

"All right, Boss; I'll take over again."

And, that is the way we take over. Many times, we wouldn't even know if there was a disease. We have a life at stake. Are we going to take a chance or aren't we? This is the alternative that we have before us.

I have always said that I can only tell you what I do. If somebody were dying in front of me from lack of breathing, I am afraid I wouldn't think about what is the matter with that person, except that they needed breathing.

PRESIDENT BULGER: You asked us to forget some of the things that we learned at your last visit here. However, I asked you a question at that time, and we didn't get a thorough answer on it.

MR. WESSELLS: I am sorry.

PRESIDENT BULGER: I think it required a little more research. I think perhaps you will have to cover this in your talk about examining the area, to make sure that any foreign matter does not become forced back into the lungs. I had the support of a

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pathologist, who had conducted an autopsy on a victim in our area, prior to asking you the question where foreign matter had been impinged upon that victim's lungs. So that if mouth-to-mouth resuscitation had saved his life, in all probability he would have died from organic pneumonia. Has anything further been done on that?

MR. WESSELLS: All I know is that the same advice is given by the authorities today, so see that the mouth is clean, before you start to give artificial respiration; try to remove any articles in the mouth. And, out in the field, I don't know how you are going to do any differently. You can't take an x-ray to determine what you might want to know. You do not have hospital facilities. You are acting as fast as you can because, basically, you have just five minutes in which to act, if you are going to save this man's life at all. That is the only thing I can tell you. Be sure the mouth is clean, just to be sure that any object that shouldn't be in the chest are out.

QUESTION: One thing you have not touched upon is throat breathing.

MR. WESSELLS: Do you mean opening the trachea?

QUESTION: The man who breathes, or who has laryngitis.

MR. WESSELLS: You are not permitted to open the throat.

QUESTION: What I am talking about is this; he has to breathe.

MR. WESSELLS: You are talking about somebody who may have had the windpipe cut in the throat?

QUESTION: That is right.

MR. WESSELLS: If you have had the windpipe cut, they have the carotid artery cut and you would not have the opportunity.

FROM THE FLOOR: He is talking about laryngectomy from a cancer operation.

MR. WESSELLS: This is purely a surgical question, and I am not going to attempt to answer it. It does not come under artificial respiration; if it is purely surgical, it has nothing to do with the subject I am dealing with; I am dealing with first-aid for the stoppage of breathing.

QUESTION: But the man breathes from here?

MR. WESSELLS: The only thing I can say is that if you are capable of doing it, you breathe back where he breathes. I am not qualified to give you a technical answer on it. If he breathes through that area, there is nothing to stop you from breathing through that area.

CHIEF SWEENEY of Connecticut: May I suggest that they contact the Cancer Society in the area? They will make provisions to bring them in to instruct them on that.

MR. WESSELLS: That is a far better answer. Contact your local Cancer Society and get instruction. This, basically, is a surgical question, and I am not qualified to answer it.

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Now, a number of years ago, thirteen to be exact, the electrical profession became very much concerned over the number of people who were being electrocuted, where breathing was stopped, and people got to them in adequate time, within five minutes, and lives were not restored.

Research was started on this matter and Dr. William B. Coonhaven from Hopkins was a specialist on the subject and he was called in for advice. At this time, he told us many accidents have a direct effect upon the heart, as much as electrocution, drowning or other types of shock, heart attacks and so on, and that in many of the cases where we had lost people who should have been revived, who were given artificial respiration in five minutes, there was probably a heart condition involved. This heart condition was known to the hospitals for quite a number of years because it occurred very often in the giving of anesthesia, where the heart normally beats 70 or 72 times a minute as a pump; it works as a syringe, and it contracts with many muscles which are controlled from the brain and force blood out to all parts of the body; it then opens with the action of the muscles, and blood is taken into the heart. Then it goes from the heart to the lungs, where it is purified, and then back to the heart and then it is pumped again to the heart and taken to all parts of the body to distribute the oxygen.

Many times in an electrical shock, the heart will go into a condition of anesthesia know as ventricular fibrillation, whereby the muscles of the heart, because of the shock, are not coordinated and instead of pumping the blood the heart lies there and quivers and does not pump any blood, so that is a useless activity and it will lead to death in approximately four minutes.

The electrical industry was very much concerned about this, because electric shock was one of the main things that caused hearts to go into fibrillation.

They donated quite a sum of money to Hopkins to do some research on the subject, to find out whether or not something could be done in the field to restore normal heart action.

After considerable research, about six or seven years, Bill Coonhaven found that the heart could be restored by a de-fibrillating device, which was the giving of an electric shock across the heart to stop the muscles momentarily and bring them back to normal pulsating.

He developed such a machine with a safety appliance company, developed the first model, presented it to the A.M.A. and they accepted it. However, they did limit it, or, I will say this, that although they gave us permission to teach cardiac massage, they did limit the use of the de-fibrillator to hospital use, because it is mechanical medicine and it is only to be used in the hands of the doctor. Knowing this, Dr. Coonhaven became very much concerned about how they were going to keep the victim alive, when they only had four minutes, and how they were going to have time enough to take the patient from the scene of the accident to the hospital, to have the de-fibrillator used upon him.

After some study, Dr. Judd and his assistant agreed to give cardiac massage to 60 per cent of the body, keeping persons alive as long as five or six hours, until they could get to a hospital where the de-fibrillator could be used.

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One of the reasons we don't like to do that in the field is that fact that we don't have electrocardiograph tests upon these people, and if you don't know their condition you cannot take an electrocardiogram in the field and do it successfully. Most people on the line truck wouldn't know how to use it if they had it.

So that now, we are teaching closed chest cardiac massage. I advise you now that I am not going to tell you about it; I am going to show it to you in the film, and I advise you further that even though you see it in the film, Dr. Arch Gordon, the outstanding authority on this subject today, from the University of Southern California at the Lovelace Clinic, where he is doing research work, yes, even though you see it in the film once, that does not qualify you to go out and give cardiac massage. You should have definite instructions.

The only reason that I permit my men to do it is because I teach them twice a year and keep them in constant control. I know what they can do and I know they are not going out in the field and kill people.

Today, you have five minutes for artificial respiration, and four minutes before destruction of the brain occurs from cardiac standstill and ventricular fibrillation. Either could exist in a case of asphyxia; therefore, both methods should be learned and learned well, and if any advice is worth anything to you, stay away from the mechanical gadgets, because nothing will replace the human mouth and the human hands.

I think the explanation of cardiac massage will be adequately given in the film which I am going to show now.

(The film was then shown by Mr. Wessells.)

(The drawing for the attendance prize then took place and Linwood Lowell, Chief of the Mendon Fire Department, with ticket No. 249,117 won the prize.)

MODERATOR LEDDY: Although Mr. Kimball had to leave, if there are any further questions you wish to ask Mr. Wessell, we would like to have a couple of minutes of questions, if you have any.

If there are no questions, I want to thank Mr. Kimball and Mr. Wessells for the fine talks which they have given to us this afternoon.

If there is nothing further to come before this Monday Afternoon Session, I declare this Session is adjourned.

(Adjournment at 4:30 o'clock P. M. June 23, 1969.)

## TUESDAY MORNING SESSION — JUNE 24, 1969

The Tuesday Morning Session convened in the Ballroom of The Wentworth-By-The-Sea at 9:30 o'clock, with Chief James Brennan, Program Chairman, opening the Session.

CHAIRMAN BRENNAN: Gentlemen, it gives me a great deal of pleasure to open the Program today. I want to thank you for the fine attendance we had for yesterday's



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program. I counted 204 tickets in the box, and either we had a good attendance or Joe Cremona was stuffing the box! I think the former was correct. We have every reason to believe that the attendance will hold up.

Without further ado and in order to expedite matters here this morning, I am going to turn the program over to a Chief who has earned a great reputation for self-achievement. Our Moderator for this morning's program is Chief Fox of Providence, Rhode Island! (Applause)

MODERATOR FOX: Thank you, Chief Brennan. Good Morning, Fellow Chiefs, Members and Guests. I deem it a great pleasure and a privilege to substitute for Chief John P. Sullivan, who was scheduled to be the Moderator for this morning's session. Chief Sullivan unfortunately is ill and could not be with you, and I was asked to substitute for him. I don't intend to fill his shoes to the fullest extent, but I shall do my best to present the program to you this morning.

The first gentleman you are going to hear from, I know, is not a stranger to most of you. He is William Howard McClennan, President of the International Association of Fire Fighters, and he has a tremendous background. I shall not attempt to give it all to you this morning, but let me give you some of his background, for those who may not be familiar with it.

He was elected as the Sixth President of the International Association of Fire Fighters at the 50th Anniversary Convention held in Toronto last August. He is known as a Firefighter's Firefighter. He is now on leave of absence from the Boston Fire Department, where he served for twenty-six years. He joined the Department in 1943, and he was President of Local 1718 in 1955.

He obtained his education in the Boston area, being a graduate of the Boston High School of Commerce; he attended Boston University's Business School evenings for a period of two years, and he also attended Boston College's Labor Relations School, as well as special Labor Courses at Harvard, the University of Massachusetts and also Connecticut College. He was President of his local for four years; he served two terms in 1946 and 1947 and 1954 and 1955.

He headed the Boston Firemen's Relief Fund, in which capacity he conducted several fund raising balls in 1951. He was appointed Commissioner of the Firemen's Relief in the State of Massachusetts, and was also chosen for a term on the Board of Fire Prevention Commission by Governor Furolo. He was President and Chairman of the 48-Hour Campaign in Boston, and he has been successful in reducing the working hours in Boston to 48 hours.

President McClennan ran his own office on a platform which called for the progressive action to seek a 40-hour week or a 42-hour week. He served as a National Collective Bargaining Agent, and he had an aggressive organization drive in all Districts of the IAFF. He is a vigorous fighter against disparity by establishing a positive approach to the program.

His election to the IAFF Presidency constitutes recognition by members of the International of his outstanding record and achievements for the past ten years, and substantial progress in organizing Collective Bargaining. It is a pleasure to introduce President Howie McClennan to you at this time! (Applause).

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**ADDRESS OF WILLIAM HOWARD McCLENNAN****President****International Association of Fire Fighters**

Thank you, Chief Fox. Chief Brennan, President Beadle of the International Association of Fire Chiefs, Members and Guests of the New England Association of Fire Chiefs.

I am very happy and pleased that your organization invited me to come to you and give me a chance to spend a few moments with you and talk about some of our mutual problems. It is nice to come here to the Wentworth and renew old acquaintances. I think that as Vice-President of the IAFF, I have been coming up here probably six or eight years, and I have met many of you up here socially and also I have met you back home on the firing line. And, we didn't always agree, but I can always remember an old friend of mine who used to say to me:

"Howie, you can disagree without being disagreeable."

I want to thank you personally today for the work that you have done as Fire Chiefs, for when I was on the ballot up in Toronto seeking this position as President, my Chief of the Department at the time, John Clougherty, contacted many of you, and asked you to get your delegates up there to help elect Howard McCleNNan; you did a tremendous job, and I shall be forever grateful.

We had approximately 180 Delegates from New England in Toronto and they made it possible for me to be here today as the President of the International Association of Fire Fighters.

Prior to my taking over in Washington, I had an opportunity, in Boston, to chair a Retirement Dinner for a Battalion Chief in Boston's Fire Department. This Battalion Chief, as you know and I know, in the Fire Service, we have Chiefs who are under fire and they are cool, calm and collected at all times and nothing bothers them, and we have other Fire Chiefs, and I have worked with some of them, who are highly excitable guys, and this particular man whom we were honoring on retirement was this type of a Chief, highly excitable, but a great guy; he was there with, I am sure, approximately 500 men at this dinner.

At the time he was Chief, I was railroaded to Brighton, Massachusetts, because we were fighting re-organization at the time. I was assigned to Ladder 14. Approximately at the same time, the City of Boston was doing away with their water towers, and they purchased approximately 35 to 40 ladder pipes and sent them to all the truck companies in the City of Boston, one of which came to Ladder 14 where I was assigned. We had it in one day. We had just got the portable ladder pipe, and we had put it on the side of the truck. The plan was that all ladder companies in Boston were to go to Drill School and they would instruct us on the proper procedure as to how to put these things in operation.

The day we got the ladder pipe, or at least that night, this Chief that I had reference to had a fire in a button factory, and it wound up with a third alarm. I pulled up to the front of the building, and I ran up to this fellow and I said:

"Ladder 14, Chief."

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He said:

"Put the ladder pipe in operation, Howie."

I said: "Yes, sir."

I went back to the guys on the truck, the four of them and I told them he wanted the ladder pipe. Big John Murphy said:

"How in the hell do you work it?"

I said: "I don't know. Everybody get back on the truck."

We got back on the truck and went around the back of the building over to the next street, pulled up on the side street, to get into the front of the building.

In the meantime, I called out:

"Ladder 14, help 41 with their line."

"You dirty bastard," is what I got, and I remember that.

Well, Gentlemen, I think you can agree with me that the fire fighting job today is a complete change. I never thought five or six years ago that I would see the day that I would be riding on the back step of a piece of fire apparatus, enclosed in glass, with protection for my eyes, and all types of protection that you are now familiar with. I never thought I would see that day. But, it is here. We are subject to it, all over the country. Harrassment of the fire fighters today is one of our real problems.

Oh, yes, a lot of us sit back and say that it can't happen here. We said that about disparity. Remember that? Four, five or six years ago? I can remember coming up here and meeting with your Resolutions Committee and asking them:

"Gentlemen, will you come in with a resolution to fight disparity?"

At this time, it was rampant in California. We didn't have too much to worry about here. But, now, we are faced with it, here. This harassment is a serious problem, so much so that at our last convention we appointed a harassment committee of fifteen local committees, and we meet with the F.B.I., the Military, Congressmen and every one concerned to try to find some answers to our problems of harassment.

We published a harassment committee's report, which I am sure that as Fire Chiefs you are familiar with, and we have been getting tremendous cooperation from your President of International, Ed Beadle, and from you, as Fire Chiefs, helping us in this fight for the right type of protection against harassment. And, I want to thank you for that.

However, this problem will increase; it is not going to go away; we know that. We have quite a job to do, to sell the work of the fire fighters.

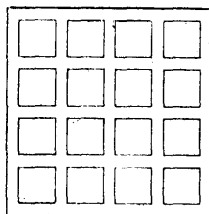
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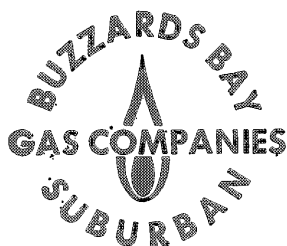
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Only last week, I met with the Mayor of Washington and the City Officials of Washington and the Washington Fire Fighters, over a problem at Howard University Campus. The Police Captain said to me:

“Why don’t you guys carry guns?”

I said: “Captain, if I want to carry a gun, or any of our people want to carry guns, we would have taken the exam to be a cop. That’s your job. Carry the gun. The fire fighters fight fires; not people.”

Gentlemen, we are in trouble with the Fire Safety Act. We are in real trouble. I went before this Committee to testify and the Chairman of the Committee, a Congressman Rooney from New York from the Brooklyn area, was in charge of the testimony; and yet, he was doing a Cross Word Puzzle, when the Fire Fighters were giving their testimony. On the way out, he said to me:

“Why don’t you Fire Fighters do something about throwing stones at the firemen?”

I told him what we had been doing, and I asked him what he had been doing.

Now, there are ten men on this Committee who are hearing this testimony on the Fire Safety Act. We are asking for the money to implement the Act. Congressman Rooney told us that through our New York Locals, he will neither speak for nor against the Fire Safety Act. “If you people can get it out of Committee,” he said, “I will go along with it.” So we are contacting all ten of the committees, one at a time, at their homes. They have said that they would go along with it, but that we were in trouble. So that any pressure you can put on, all right.

Let me say this. I don’t know why, but it has always bothered me. I don’t know why you, as Fire Chiefs, aren’t more active in the Legislature. I don’t think you realize the power you have as Fire Chiefs.

We can go up to the Legislature and talk as union representatives, which is what we are. You, as Fire Chiefs, command a great deal of respect from the Legislature, and banded together, you fellows could accomplish tremendous things. I would love to see the Fire Chiefs over this country get more involved with the Legislature.

In New England, you are probably more involved in this area than in any part of the country. We need the help of everybody on this Fire Safety Act.

On the matter of Public Relations, we need the cooperation of the Fire Chiefs, again. We have a job to do on the image of a fire fighter, because of disparity, and this is a real problem, Gentlemen. We have hired an outside firm from Washington, D. C., a man by the name of Stan Rutenberg, who was President Johnson’s Legislative Representative. He was also the Assistant Commissioner of the United States Department of Labor, and he has done a good job and has conducted a survey for us all over the country on the salaries of fire fighters. We need something like the City Managers had, the Danielson Report. We need something to say that So-and-so says this about the fire fighters, the Fire Chiefs and the Fire Service. And, we intend to do that. We expect by the fall that we will have this finished report. I am sure it will be of great value to us.



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I was in New York a couple of weeks ago, at the NFPA Convention; they had the first showing of the new film called "The Noble Breed." It will be shown on television, throughout the country, 450 stations, sometime in August, in prime time. This thing would cost the Fire Chiefs and the fire fighters over a million dollars, if we wanted this type of publicity and had to pay for it. The Kemper Insurance Company of Chicago are the ones who are sponsoring this film, for the fire fighters.

We are conducting an organization drive all over the country. Since last August, at the convention where I was elected President, we have 125 new, local unions, with over 8,000 new members. We are striving for 25,000 paid profession fire fighters, by our convention in 1970.

The Wall Street Journal, two weeks ago, ran a story on the front page, talking about the organization of public employees, and it said that the most rapidly growing public employees group is that of the fire fighters.

It stated that in New England they were organized over 90 per cent.

As a result of our convention and our rapid growth, we now have six full time staff people whom I appointed since I have been President; these men, plus 16 Vice-Presidents, are serving our locals throughout the country. We now have full-time men who can come in to a local union and spend a week with them, if necessary, to help them prepare for collective bargaining. This, of course, brings me to the subject of collective bargaining.

I think that by now, we all realize that collective bargaining is here to stay. It is the law of the land. We have approximately 22 States right now that have some type of collective bargaining laws; most of them are weak. And, do you know why? Because when you reach the stalemate, when you reach the end of the road, there is no place to go. It is advisory in nature, and it doesn't help either myself or you, as fire fighters.

We are filing in the Legislature in Washington this year, in conjunction with the State, county and municipal workers Federal legislation for collective bargaining, throughout these United States.

I attended a meeting only last Friday with Vice-President Agnew, Senator Muskie and a Committee studying the type of legislation for collective bargaining for public employees.

There is no sense in fighting this thing, gentlemen, and one of the things that has bothered me since becoming President of IAFF is a thing that bothered me as Vice-President of New England, when the men of a local union go in to sit down and bargain with the city officials, and this is true in New England more than in any other places in the country, the Fire Chief is not across the table. That is not right. You, as the Chief of the Department, and perhaps I will lose some friends of my own by making this statement today, but I firmly believe it, the Fire Chief's job in collective bargaining is across the table at the Management side. It is his Fire Department, and he should be a part of the bargaining process. But, that is not so in New England; they leave him out.

What can we do about that? Nothing, actually. This is up to you; you have the strength and the power, and you should be part of it. You should make yourselves a part of it, and I am sure that many of the differences that some of us have could be resolved.

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If I were a Fire Chief, I wouldn't want to be left out in the cold, and I am sure you don't. I think that this would eliminate a lot of troubles we are having in collective bargaining.

Of course, collective bargaining has moved faster in this part of the country than anywhere else. It is here to stay. When you get the contract, you live up to the contract. There is no sense in fighting it. You may disagree, and you can argue about it.

In New York City, and this may startle you, the Labor Department of New York City ruled two weeks ago that manpower is a negotiable item, and that the Fire Fighters' Union has the chance to sit at the table and say that there should be four men on the back step of the apparatus. They ruled that this is negotiable. Many of us have held a view that this is management's prerogative. We say that because of the nature of our work, the way they cut down on the Fire Departments all over the country, somebody has to speak up and ask for the proper manpower.

The scope of the bargaining units all over the country is important. I had a Chief grab me yesterday and he said: "Howie, I work with the union, and we have our differences. I don't think the battalion chief should be in the union."

Well, we have mixed feelings. You people have, I know, and we have been up to the Legislature on different sides of the table. We maintain that up to and including the battalion chief, they should be a part of our union. Why should I say that? Because we don't want to be divided and conquered. And this is what they are trying to do with the fire fighters throughout the country, as well as the police. They realize that organized groups of police and fire fighters will do a tremendous job.

Let us take the Deputy, because of the fact that when you, as the Chief, leave town, somebody has to step in, and it should be the Deputy Chief.

Let me just touch on the real serious problem that I got hit with when I was elected. As you know, we removed the "No Strike" Clause in August. Everybody thought there would be a wave of strikes, all over the country, but this has not happened.

As you know, most of our local unions and most of our State associations have left the "No Strike" clause in the Constitution and By-Laws. And I think you know that the 22 States that have collective bargaining laws, they contain a "No Strike" clause. And I think you know that the Federal Legislation we will seek to put in will probably contain a "No Strike" clause. This is the way it should be. Our people don't want to strike, but they are fed up up to here, with city officials who will not sit down and talk with them. Meaningful collective bargaining eliminates strikes. There is no necessity for strikes if you have collective bargaining.

Kalamazoo, Michigan, was the worst one we had. They gave the police 15 per cent, and nothing for the fire fighters. They told me they were going out. Well, we had 22 strike signs last August and 16 of them never happened, because of the fact that they set a deadline. They voted to go on strike a week later. They contacted us, and we got the staff representative, the Vice-President, and we went to work. And you know, the radio and the newspapers and all concerned came out and said: "Don't let this happen. Sit down with these people and resolve the differences." And, that has made all the difference in the world, to go in before the City officials, knowing that they don't have that in the back of their minds, that they can't do anything about it.

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As you know, our people are dedicated. None of our people want to strike; but, they want justice, and they want a chance to get what everybody else is getting. If we get collective bargaining in the full sense of the word, with arbitration, that will be binding, and I mean binding on the City, and then we will all be satisfied.

Bobby Kennedy made this statement, Gentlemen. "Some men see things as they are and ask why; I dream of things that never were and ask, why not?"

I say to you, Gentlemen, "Why not a 42-hour week or a 40-hour work week for fire fighters all over this country? Why not a salary of \$10,000 for fire fighters, with an appropriate differential or with appropriate differentials between grades, based on your responsibilities? Why not full coverage for you and me, in Blue Cross and Blue Shield? Why not better vacations, more fringe benefits, for you and for me? Why not recognition on a national level by the implementation of the Fire Safety Act? Why not a Fire Academy to bring the professional Fire Fighters up to the standards that they justly deserve, and, Gentlemen, why not, all of us, IAFF, IAFC, working together, to make all of this possible?"

We can do this, Gentlemen. We need your help.

I am coming to you today and saying to you:

"Let us work together."

We have many problems to solve, but we can solve them by working together, Gentlemen.

Thank you very much for giving me this opportunity to address you here this morning. (Applause)

MODERATOR FOX: Thank you, President McClennan; I know your message was received with interest. I know there are many points at issue that we, as Chiefs, would like to discuss, probably, or question, later on, and I am going to ask you gentlemen, please, to hold the questions until after we have completed our session this morning, and then the respective presentations here can be questioned by you at that time.

I am very happy to present to you a gentleman from my own State of Rhode Island; he is the Chief of the Crash Rescue Station at the T. F. Green Airport in Rhode Island. This is within the State Division of Aeronautics and the Department of Public Works, and the man I speak of is Chief Cornelius O'Brien, a veteran of twenty-one years of fire fighting and crash experience began in 1948 in the United States Air Force.

In his five years of military service, Chief O'Brien served as a Crash Rescue Crewman and Fire Fighter of several airbases around the country, and he attended several fire fighting schools, in addition to taking extension courses in pyrotechniques at the University of Alabama.

Upon being discharged at the Otis Air Force Base down on Cape Cod, Chief O'Brien stayed on in the same service and in the same capacity as a civilian, for about five years, and in February of 1956 he was employed as a Crash Rescue Crewman with the Division of Aeronautics at the State Airport.

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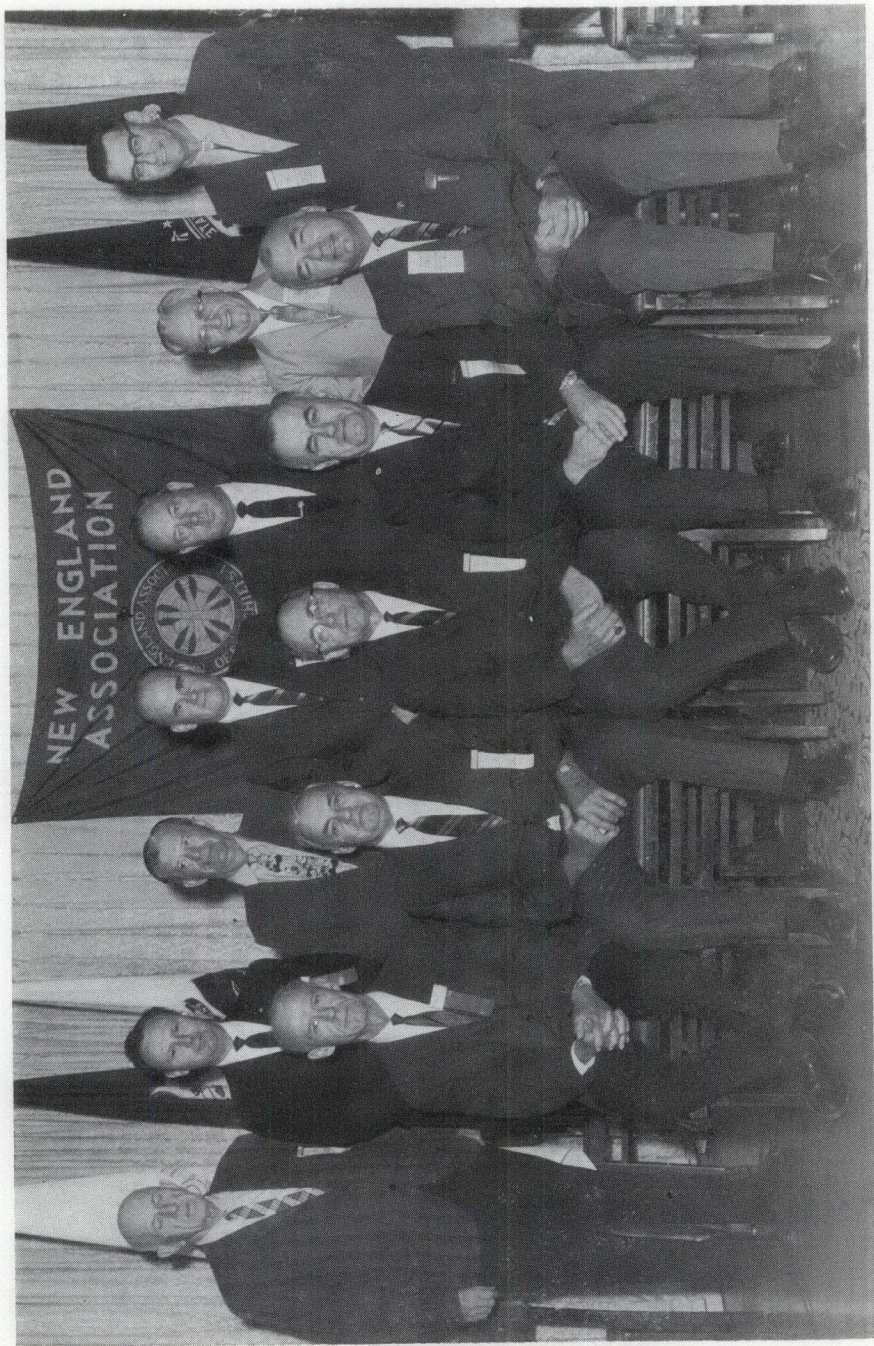
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He was made a Lieutenant in 1960, and he was promoted to Chief in 1967.

Chief O'Brien is married and has two daughters.

The title of his talk this morning is: "Is Jet Age Crash Rescue Keeping Abreast of the Jet Age?"

It is a great deal of pleasure for me to present to you Chief Cornelius O'Brien of Warwick, Rhode Island. (Applause)

### **JET AGE CRASH RESCUE**

**By Chief Cornelius O'Brien**

**Crash Rescue**

**T. F. Green Airport**

**Warwick, R. I.**

Thank you, Chief Fox. Members of the New England Association of Fire Chiefs, Ladies and Gentlemen, Friends: After that introduction by Chief Fox, I think I'm going to ask for a pay raise Monday morning! However, the Director of the Division of Aeronautics would have enjoyed being here today, but due to a commitment in Washington, he could not attend. He sends his best wishes for a successful and enlightening Conference.

Jet Age Crash Rescue is very new in the State of Rhode Island. Jet Age transportation in our State has progressed from nothing to full jet operation in less than three years. Therefore, Jet Age Crash Rescue is still in its infancy.

As always, the most important factor in Crash Rescue is the time element, and fire and rescue communications is the main way to save precious seconds off the response time. The effectiveness of fire fighting and related rescue operations at airports is directly affected by the adequacy of the system for alerting and communicating with the participating personnel. Accordingly, the importance of such a system cannot be overemphasized.

Normally the system should include a 2-way voice radio, a direct-line telephone, and an audible alarm. Consistent with the individual requirements of each airport, these facilities should provide for:

1.—Direct communications between the activating authority such as FAA control tower or flight service station, airport manager, fixed base operator or airlines official; and the airport fire station in order to assure the prompt dispatch of fire-fighting and rescue units in the event of an aircraft emergency.

2.—Emergency signals to alert auxiliary personnel, and as necessary, essentially related services located on or off the airport.

3.—Communications with and between units responding to the emergency, to assist in the effective management of fire and rescue efforts.

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When an airport has a full-time fire station, the fire station should be equipped with 2-way voice radio so that the activating authority can alert and direct the aircraft fire and rescue units to the scene of the emergency. This would also provide a means by which the responding units may communicate with the fire station. Each emergency vehicle in use on an airport having an FAA control tower, should be equipped with a 2-way voice radio to provide a means of communication between the control tower and the vehicles, and also between one vehicle and another. Communications between vehicles and the control tower should be assigned standard ground control frequency.

A direct-line telephone circuit should be provided between the control tower and the fire station. This will provide a secondary means of communications should mechanical difficulties be experienced with the radio facility.

A similar circuit should be provided between the airport fire station and off airport Fire Department if mutual aid agreements are in effect.

To facilitate the notifications of all units required to respond to an aircraft emergency, consideration should be given to the use of a "conference" circuit by which all units could be notified simultaneously. This "conference" circuit should include such units or offices as:

- 1.—Control tower.
- 2.—Fire and rescue unit.
- 3.—Security guards.
- 4.—Airport management.
- 5.—Airline station managers.
- 6.—Military units if available at the airport.

Direct line telephone circuits should be electrically supervised so the operating condition of these circuits can be continuously monitored. Local procedures should be developed which would assure around the clock maintenance of these circuits.

**Audible alarms:** When auxiliary fire fighters are used, an audible alarm (siren or horn) that can be clearly heard above the normal noise level in all areas where auxiliary personnel are employed, should be installed to notify them of existing or impending emergency.

At all airports equipped with ground to air communications systems, the activating authority should be provided with a device for activating these alarms.

At airports not equipped with ground to air communications systems, alarm activating stations should be provided near hangars, shops, fueling stations, and aircraft parking areas where vision of the runway complex is unobstructed and where service and maintenance personnel are normally present.

**Response time:** We should consider and establish a primary zone to encompass aircraft operational areas on the airport; this should include runway vicinity, taxi-ways, aprons, aircraft storage areas and terminal ramp areas. Also in the interest of attaining a realistic goal, airports should plan around a system of resources for response to the aircraft operational areas within two minutes.

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The time required to respond to other areas on or off airport property, would of course be longer in proportion to distance, access and terrain, but these factors cannot be simulated to permit a uniform response time.

Predicted emergency landings usually permit a more gradual response to runway standby positions. Our major response problem involves aircraft accidents which are not anticipated (where emergencies have not been declared, or where requests have not been made for aircraft firefighting rescue equipment standby).

Aircraft fire fighting and rescue assets can be used to greater advantage through prompt notifications of aircraft emergencies, followed by immediate response of equipment.

During routine duty hours, full-time personnel should maintain a posture in airport fire stations which will permit immediate manning of trucks for response.

During late nighttime periods when flying operations normally decrease, it is advisable to keep at least one truck crew awake and in position to respond. However, neither of these arrangements preclude local prerogative for vehicle standby adjacent to runways where it is considered necessary.

Detailed planing and training will aid in determining items that are fixed and those that are variable which affect response time. As an example, location of fire station in relation to runways would probably have more influence on response time than the relative acceleration characteristics between different types of aircraft firefighting and rescue trucks.

However, crew reaction time can be reduced by efficient arrangement of personal equipment and good communications procedures and practices. Prompt transmission of messages and dispatch of aircraft firefighting equipment and furnishing all available information to assist in the location of the accident by the dispatcher, will save valuable seconds in response time.

Also in the pre-planning of emergencies, we must consider training and truck operations and driving to obtain maximum acceleration and speed, commensurate with existing conditions.

Use of grid maps to pinpoint accident scenes, indicating airport fence openings or knocked-down sections, and areas that are impassible to vehicles during adverse weather, is also advisable for periodic inspections of all outlying airport areas.

Now to sum up my talk this morning, I will just outline the two most important facts to remember in Jet Age Crash Rescue. The facts are that response time goes hand in hand with good communications, and Jet Age Crash Rescue now is no different than the ordinary Crash Rescue of twenty years ago.

Thank you very much. (Applause)

MODERATOR FOX: Thank you, Chief O'Brien. If I may add a personal note to this. This has been my sincere feeling for many years, that Crash Rescue has not

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been given enough consideration by the municipal fire departments. I might say that since 1949, every member who entered the East Providence Fire Department has had a one-week training course at the Naval Air Station at Quonset Point. I think it is vital. We realize that we are in a different age, a safer age; however, if one of the aircraft should happen to drop into your community, do you have any men at all who know the approach to it, who know the safe things to do and the identification of the escape hatches and such. I think it is vital to us, and I think we should give it more consideration.

Thank you, Chief O'Brien, for a fine talk.

We shall now have the drawing for the Attendance Prize.

(The drawing was then made, and was won by Battalion Chief Otis Wyatt of Warwick, Rhode Island with the winning number 949,231.)

MODERATOR FOX: Gentlemen, it is a pleasure to introduce the Panel for the Workshop this morning; James O. Stevens, Chief from Weymouth, Massachusetts; Chief Theodore Jellison of Bangor, Maine and Chief Paul F. Kelley of Bristol, Connecticut, and they are going to discuss with you a subject with which we have been vitally concerned, "The Chief Reacts to Disparity."

I am going to ask Chief Stevens to open the Panel Discussion with some comments on this subject.

CHIEF JAMES O. STEVENS: Gentlemen, I want to say that I am deeply appreciative of being invited to be on the Panel this morning. I have been a Chief for only three years, so that this is a new venture for me entirely, but this matter of disparity is a situation that I feel all of the Chiefs sitting here should start planning on. I come from Weymouth, about thirteen miles south of Boston, bordered by Quincy, Braintree and Hingham. We have a population in excess of 55,000 people, 17½ square miles, with 12½ miles of waterfront, and basically we are a light industry community.

We are now going through a complex of high-rise apartment construction. At last year's Annual Town Meeting in the Town of Weymouth, the Personnel Board recommended that a pay discrepancy be established between the Fire Department and the Police Department. The basic reason for this, and you can probably all follow this pattern, was that the Fire Fighters of the Town of Weymouth went on the ballot for the 42-hour week, and it was given to them by the people last year. The police, with collective bargaining, felt that by virtue of the fact that the Fire Department had a reduction from 48 to 42 hours, they should get higher pay.

Well, that was one argument, on the Town Meeting floor. They lost.

The Personnel Board recommended a 9 per cent pay increase for the Police and 7 per cent for the Fire Fighters. The Appropriations Committee was in conflict, and they recommended 7 and 5 per cent, respectively.

With the knowledge that we were going to have this difference in the Town of Weymouth, and this was for everybody below the grade of Chief and the Chief was going to get what the Police Chief was getting, I felt the best thing to do was to contact the Division Head and to have him stand up on the floor and help the Fire Fighters.

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Left to right: Rev. Auguste Delvaux, Chaplain, Providence, R. I.; Rev. John P. Fitzsimmons, Chaplain, Belmont, Mass.; Chief George A. Bulger, President, Rumford, Maine; Rabbi David Berent, Memorial Speaker, Lewiston, Maine; Hon. Ralph S. Frobisher, Chairman, Selectmen, New Castle, N. H.; Hon. Eileen Foley, Mayor, Portsmouth, N. H.; Chief John F. Devine, President New Hampshire Fire Chiefs Club; Chief Joseph R. Cremo, Portland, Maine.

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I met with the Police Chief and the Director of Public Works, the two key men in the Town. The Director of Public Works was more than willing to go up and speak on the Town Meeting floor, but the Police Chief was not; he was not in favor and not against.

And yet by virtue of that, he was against.

This is what I wish to say to President McClennan, and I hope he listens to this. Some of the unions are outstanding and some of them aren't that exceptional. The Chief of the Fire Department was the sole spokesman, other than the Director of Public Works, against the disparity. The union gave no support, whatsoever. Maybe they were not prepared. I will say that National Headquarters did give me a considerable amount of support. I sent for the Disparity Kit, and it came rapidly. I would definitely recommend to each and every one here the Disparity Kit, put out by the IAFF; it is very outstanding. I used a lot of the material.

Now, I talked with the Personnel Board before the Town Meeting, and they were definitely coming in with the 9 and 7 per cent, and the Appropriations Committee was coming in with 7 and 5 per cent.

I also want to say, here, Gentlemen, that because they are offering you the same as the Police Chief and offering your men less, don't take it. At least, that is my opinion. You have to live with your Fire Department, and there is a big difference in the operation when the fireman is getting less than the policemen are getting.

The Town Meeting members were solidly supporting the Fire Fighters, after a lengthy discussion and a long debate. I don't believe there were five dissenters in the room when the vote was taken.

I do feel that this will happen again in the Town of Weymouth sometime in the future, and I don't know when, really, because I am working on the Appropriation Committee members to try to make sure they don't come in with bad recommendations. If we can keep them from doing that, we won't have a problem.

Another phase of this forum here, so far as I am concerned, is this. What can we do, on our part, so that recommendations will not be forthcoming?

I feel that these community colleges that have been established in Massachusetts are a tremendous operation, and the more men you can get involved in these colleges, the better off we will be.

I also believe that where we have a Fire Prevention Bureau in many Departments and we have a Drill Master in many Departments, we don't have a Publicity Director, and I do feel that the Fire Departments are constantly, in some manner, or should be keeping their operations and their personnel before the public.

I do feel, also, that the pay scales should be increased to the extent that we are bringing in outstanding people, people qualified and capable and educated. I feel, also, that with the education comes the respect, and with the respect comes the confidence, and the people of the Town or City within which you live, if they see that you have a first-class Fire Department, and generally speaking the ones who realize it are the ones you have responded to in their homes and have seen you in operation, but

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the ones we have to reach are the ones who do not have any reason, generally speaking, to call us.

In our service inspection programs, it would be a great help to get the people to know us better.

I feel that I have taken too much time already, so I shall wait until later for the questions. (Applause)

MODERATOR FOX: Thank you, Chief Stevens. We will wait until we have heard from the other two members of the Panel for our question period. Next, we are going to hear from Chief Theodore Jellison of Bangor, Maine.

CHIEF THEODORE JELLISON: I am a relatively new Chief, the same as Chief Stevens, whom I have just met this morning. I was appointed in November of 1966.

This Panel Workshop, as Chief Stevens said, is new to me. Fortunately, in the City of Bangor, Maine, at the present time, there is no disparity between the two uniformed services, although that is something that we are always going to have to guard against.

Today, with the disparity between the uniformed services, in any city, to me it is a down-grading of the Fire Service. Today, in our highly complex world and with the manufacture of so many of the exotic materials, plastics and the like, it is very, very important to us as Fire Chiefs to enlist and recruit those men who have the education, the background that we so desperately need.

I feel that if there is disparity between the services, unless a recruit has a real love of fire fighting, we are not going to get the men whom we so desperately need.

It is very true that there is disparity in a great many of our cities, but it is only through our efforts that I feel we can get rid of this and get our departments up into the same category so that we will overcome this disparity and make ourselves known.

I believe, as Chief Stevens said, that probably one of our most important functions would be in the field of public relations. We have got to educate our fellow citizens, because, frankly, they pay our salaries, and as Chief Stevens said, it is not the man who has had an unfortunate fire whom we have to educate, but it is the other man who may think that it can never happen to him. We have got to educate all of those people, each and every one of them. Thank you! (Applause)

MODERATOR FOX: Thank you, Chief Jellison. I know that my good friend, Chief Paul Kelley of Bristol, Connecticut, will have some comments to make before we open up our question period. Chief Kelley! (Applause)

CHIEF PAUL F. KELLEY: Thank you, Chief Fox. I think that Chief Stevens and Chief Jellison have pretty well covered the subject. However, there are a few remarks that I would like to make. I have studied about six or eight reports from the uniformed Fire Fighters of the City of Oakland, the City of Bridgeport, Connecticut, the City of Hartford, Connecticut, and the main theme seems to be that traditionally, the police and fire men were treated equally, as far as their salaries were concerned, and this is the traditional thing that they would like to carry forward.

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However, there is one thing that bothers me. I hate to see a Fire Department tagged to the Police Department, but this seems to be the case, and it seems to me that we are going to have to be that way, because as Chief Jellison said, we do not have the right public relations, and I think that all of us here, all of us Chiefs and all of the Fire Fighters are partly responsible for this.

We are going to have to have better public relations. We have had this problem in our cities in a small way, and the uniformed Fire Fighters, in our case, have carried the ball all the way. In their case, they have a clause which says that any increase that the Police get, the Fire gets it, too. I don't like this. But it seems that this is the way it has to be.

Here is an illustration of why our image is not as good as it should be. In your Department and my Department, we may keep our men when they are not busy, and we all have times when the men are not busy, and we keep them out of sight. But, in some Departments, this is not so. I was down south in April, and I went through a small Town that had a small Fire Department; the Chief and three men were sitting in front of that Fire Station. Now, anybody from my town who went in there, or your town, for that matter, they would carry the image back home. This, I believe, is what we are fighting today. We are fighting the disparity because we do not have the right image. It is not only up to the Fire Chiefs, but it is up to the Fire Fighters, because it is a constant struggle in my Department, and I am sure it is in yours, to keep the Fire Fighters out of sight, when they are not busy, and there are times when they are not busy.

Thank you! (Applause)

MODERATOR FOX: Thank you, Chief Kelley. I know there must be questions, as well as comments from the audience, and we are ready, now, to open up our discussion period. Please stand and give your name and where you are from so that we may have this information in our record.

CHIEF SWEENEY of Connecticut: This is more or less of a question. Do you think that since the advent of collective bargaining, we have become more involved in disparity? The policemen bargain and the firemen bargain, and neither one knows what the other's money is. I am just throwing this out.

Do you think that this has been an instrument that has divided us, as far as our salaries are concerned?

MODERATOR FOX: To whom do you want to address that question?

CHIEF SWEENEY: To you, if you want to take it, or to Chief Stevens.

CHIEF STEVENS: On the collective bargaining, in the Massachusetts region, insofar as the police are concerned, there is one attorney who is handling a number of police groups, and it appears that each and every one of the groups that he represents, that is the area or the community within which the inequity is being discussed with the authorities representing the particular community.

So that I would say in some cases, generally speaking, the collective bargaining program, insofar as the two different groups are concerned, could be part of this inequity presentation.

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MODERATOR FOX: Would you comment, Chief Jellison?

CHIEF JELLISON: I would pretty much follow Chief Stevens' thinking on that. With the little that I have had to do with collective bargaining at the present time, it seems to be the general thinking, along those lines.

MODERATOR FOX: Chief Kelley, do you wish to comment?

CHIEF KELLEY: I think you are entirely right in this area. This is only human nature, as it has been brought out here before. The firemen are getting shorter hours, and the police feel that they have something coming, too. If they can't have shorter hours, which they are not getting, naturally they want more money. I think it is the bargaining that is bringing this out, all the way down the line. I think that the Fire Fighters have an uphill fight. We are constantly working for shorter hours.

As I have said, it is human nature; the police want something, and their natural thing to ask for is the disparity in pay.

MODERATOR FOX: I am going to make a comment, as long as you pinned me to it. Don't you think the administration-management should control that? What I am getting at - -

CHIEF SWEENEY: You are a wise Irishman; you answer a question by asking another one. As long as you have me on my feet again, I want to commend the President of the International Association of Fire Fighters, the way his people were ready for collective bargaining; on the other hand, management, which has to be ourselves, was not ready for collective bargaining.

However, I can remember when the two services went into the money, which was the major item in the old days, and just let me say that the police got their 40-hour work week, whereas the firemen went out on referendums and got 56-hour work weeks. Many people don't remember that, but back in the 1950's, when the Fire Fighters were working to get a shorter work week, the compensation for the police was from 48-hours to 40-hours, without going out to work for you.

You are probably right in saying that if we get the hours from 42 to 40, the police will want something.

In the old days, the final shot for the bargaining, if you want to call it that, before the budget went to bed, was to go in and talk to the Councilor or the Mayor or the Town Manager, and the two services came out with the same thing.

The collective bargaining, I think, is excellent, as far as I am concerned; but, I think that it gave these managers an opening that they had been looking for to separate the two services as far as money is concerned. I do agree with Chief Kelley that there is no reason to tie the police and the fire service, and there is absolutely no reason why, if we professionalize our Fire Fighters, as we should, in the meaning of the community college, then a Fire Fighter could not make more money than the policeman, and that is not right.

This is the year of the cop, Gentlemen. Some day it might be the year of the Fire Fighter. And if that happens, maybe the policemen will be scratching up that back wall! I hope to see that day.

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### ONE OF THE FINE PANELS ON THE PROGRAM

Moderator: Chief Michael J. Fox, East Providence, R. I.; Chief James O. Stevens, Weymouth, Mass.; Chief Theodore A. Jellison, Bangor, Me.; Chief Paul F. Kelley, Bristol, Conn.

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CHIEF WALTER CARTER of Lynn, Massachusetts: Gentlemen, at this time, we do not have disparity in Lynn. I have a question for Chief Stevens. Other than the reduction of rank, which they considered to be a justification for a reduction in pay, were there any other paramount issues brought up as to what the police did that the Fire Department didn't do, or did they feel that the Fire Fighters had an easier job, or was there anything else that was brought up for you to counter?

CHIEF STEVENS: Yes, there was. The first point, not to evade the question, but the basic thing was the fact that we were getting shorter hours. But, the police didn't remember, and one of the points presented on the Town Meeting Floor was the fact that in 1950 they got a 50-hour week, and the Fire Fighters were working 56 hours. In 1960, they got a 40-hour week, and the Fire Fighters were working 48 hours. In 1968, the Fire Fighters had the 42 hours. Then, when this was presented to the Town Meeting members, there was one point for the Fire Fighters, and zero for the policemen.

There was a subtle approach made on the Town Meeting floor, and prior to it—and I am thankful it was made prior to it, so that I could be prepared to answer it, and I incorporated it in my presentation. It was the fact that when the Fire Fighters work a 14-hour night, there is a period of eight to ten hours that he sleeps; therefore, out of the 42-hour week, 20 of those hours, they are figuring he will be sleeping. So, in order to counter this type of a presentation before it was presented, even as it was being discussed by some of the responsible people who were capable of standing up on the floor and talking on the subject, I mentioned the fact that they are on stand-by alert, which they are, for the number of responses made at night time and I spoke about the type of fires generally responded to at night time, and I was more or less hopeful, generally speaking, that they wouldn't pursue the subject too much further, which they didn't do, and they could tell by the general attitude of the people at the Town Meeting that it wasn't going to do much good to present it in the manner they intended.

I do definitely feel that this is one of the factors that is not discussed too frequently, or at least it hasn't come out for major discussion before Town Meeting groups, or City Council groups, which is a different breed entirely, whereby the Fire Fighter is going to have to defend his spending part of the time in bed.

I believe that if we reach the 40-hour week in Weymouth, we will probably have a work schedule where the Fire Fighter will not be able to sleep, and it will be a completely new ball game, entirely.

CHIEF WALTER CARTER: Thank you very much, Chief Stevens.

MODERATOR FOX: I know that in my own City, there has been an inconsistent opinion as to how to handle these shorter hours. There is the fact of having to sleep a portion of the time. One City Manager said that as soon as we get the 40-hour or 42-hour week, he'll take the beds out of the Fire Station. That was his feeling.

The present Manager doesn't feel that way. I think that it is up to the individual community, and in view of what Chief Stevens has said and covered so thoroughly, I think that we will have to defend it. Then, how are we going to defend it?

I feel that in my case it is going to be my responsibility, with the help of my staff.



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CHIEF PAUL LEDDY of Hamden, Connecticut: I am not putting this, actually, in the form of a question, but I think one subject that came up with reference to President McClellan's Address was the subject of civil disturbance and harassment. I think that has something to do with the problem of disparity, throughout the country. While we are faced with the problem just as much as the police are, I think the question of good public relations and good publicity enters this picture definitely.

We pick up the paper and we see the news media and the TV, and you can see the police at work, but you don't see the firemen at work. So, we are presented with the problem. I don't have this as much as some do; nevertheless, we can all be faced with it. The harassment is one thing in civil disturbance, and the question, there, is entering this picture of disparity in great fashion.

MODERATOR FOX: Do we have another question?

CHIEF JOHN CASHMAN of Barrington, Rhode Island: I do not have a question, but a comment of an experience that I have had and that I think would be interesting, particularly to the men in the smaller departments.

When I took over in Barrington in November of 1967, the Police Chief, who had also been brought in from the outside, had preceded me about five or six months. The day after I got there, I was told by the Town Manager that they were going to break the parity between police and fire. Asking me my opinion, naturally I held that the least we should do is to keep the parity. He told me it was out. I didn't realize just how serious the thing was. When the Appropriations Committee met, they came up with the recommendation that the police receive an increase equal to three steps, which would be about \$900.00 more than the firemen were getting; these firemen were underpaid, at that. So I said that I didn't care too much for that at all.

The Police Chief, not being satisfied with that, struck out for four steps; in other words, \$1,200.00 more than the Firemen. And, this is in a town of 18,000 population.

So then I made a report to the Town Manager, with copies to the Council and to the Appropriations Committee, and I told them why I thought we should keep the parity.

As a result of that report, they gave the policemen a two-step raise, and there wasn't anything I could do about that at the time. As a result of that, the men joined the union; they had not been unionized before, but they organized their local.

When we came up with the budget this year, just prior to budget time, we managed to get it down to just one step, and there is a 326 difference between the policemen and the firemen.

I won't be satisfied until I can bring it up.

In line with what was said before about keeping the men out of sight, we are not doing anything; it is pretty hard in any department, particularly in a small place, where there is not too much activity. But, what I have done is this. I have managed to keep them training three afternoons a week; the other two afternoons, they go out on public education, or apparatus inspection, and the result has paid off. So that now, when the people see the firemen, they are doing something, and not lounging around headquarters.

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MODERATOR FOX: Just a moment, Chief. Do you mind saying what you did put in your report? Did you have a major issue?

CHIEF JOHN CASHMAN: I think the principal thing was that I made the point. We are taking people from the same labor pool, and at the time you had to be a resident of this Town; in a Town such as Barrington, the number of people who are available for the Fire or Police Services is very limited to begin with. It is a town where I believe 85 per cent of the high school class goes on to college, and this is the exception. So that the available people are quite limited. In fact, we have already changed that rule on my recommendation, as well as that of the Police Chief, so that now, we do take people from the immediately surrounding towns, and even then, we do have a problem.

CHIEF BURTON of Haverhill, Massachusetts: There seems to be one subject that we haven't touched upon, and that is, moonlighting. The Police Department has the natural asset, there, as far as that is concerned; most of their moonlighting seems to be police work. You see these police officers in the private parking lots or the theatres, and they are not considered to be moonlighting, although they are paid police officers, working extra on jobs.

The Fire Service doesn't have that opportunity. I think that with the shorter hours, it is natural that the firemen are going to turn to outside activities and outside jobs. It is going to require some self-discipline on the part of the Fire Department personnel in this area, and I think it is going to become a greater problem, if the hours become shorter.

We had an experience in Haverhill where we had Fire Fighters working for a company on strike; they were marching in the picket line with the Teamster's Union. This might be right or wrong to judge this, but the activity itself really hurt the image of the Fire Fighters. We were lucky to come out without it being too great a problem in this case.

Again, I think that the Fire Fighter has to self-discipline himself. In too many cases, we have ranking officers working on jobs, and they are out in front of the public, doing menial tasks, and all of these activities, I think, are becoming greater problems.

CHIEF LEO McCABE: In a case of arbitration, it hurt the Fire Fighters \$800.00 a year. Is anybody familiar with that case? What was the justification of the Board of Arbitration to make this type of a decision?

It would appear that if this is justified, through this type of arbitration, then the material presented to them should be made available to all Chiefs on the local level. Is anybody familiar with that decision? I just recently heard of it.

CHIEF SWEENEY of Connecticut: I think that was a referendum, wasn't it, Howie?

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PRESIDENT McCLENNAN of the IAFF: They proved it through the United States Department of Labor Statistics and ourselves and yourselves; they based it primarily on that, plus the fact that the police had gone ahead of them before. They based most of their arguments that they had been left behind; the police had their hours shortened, where the Fire Fighters had worked the additional hours.

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This is an important thing. Even though we talk parity with the police, if you face it on an hourly rate, we still have disparity. But, we have been willing to accept this.

This is what Pittsburgh used for their argument. Right now, they are negotiating again, and the Mayor of Pittsburgh said to them:

“It’s in reverse now. You’re not going to go ahead of the cops again. You are not going to have disparity.”

And so it’s in reverse in Pittsburgh. As Chief Kelley said, we have been able to move, and many people have said that we should go out on our own, and never mind the cops. But, as Chief Sweeney says, we have got to sell ourselves. And, these are all of the arguments that we can use.

The point brought out about moonlighting is a good one. I have been on a couple of talk shows recently on the radio. You fellows want shorter hours so that you can moonlight. Let me say that the Department of Labor last year stated that 3½ million people were moonlighting. Now, there are only 190,000 Fire Fighters, so that we are not all moonlighters.

MODERATOR FOX: Thank you very much, Howie. Are there any further questions of this Panel? If not, I shall ask you to bear with me, because I want to make a few personal comments on our problems.

I fully agree, and I am probably repeating what has been said here this morning, that we in the Fire Service must change our image. The average citizen pictures the Fire Department as a unit that has red fire trucks, Dalmation dogs, and they don’t think of the services performed, because they haven’t had the opportunity to use them, thank God.

How do we do this? We must have public relations, but we must have education, too, and this has already been said, here. If we are going to be professionals, we should present ourselves as professionals.

Just this morning, at breakfast, at the table next to me, where I was sitting with my wife, some of the language was not too professional, and I don’t think we will find it in any of our manuals.

With these few remarks, I want to thank the Panel very much for a fine job done here today. (Applause)

This Session is now adjourned.

(Adjournment at 12:10 o’clock p.m. June 24, 1969.)

#### **TUESDAY AFTERNOON SESSION — JUNE 24, 1969**

The Tuesday Afternoon Session convened in the Ballroom of The Wentworth-By-The-Sea on June 24, 1969, with Chief James Brennan, Program Chairman presiding, at 2:30 o’clock p.m.

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CHAIRMAN BRENNAN: The meeting will please come to order. I have the following announcements to make. At the conclusion of our Technical Session this afternoon, Massachusetts will caucus in the main Ballroom; Connecticut will caucus in the Derby Room and Maine will caucus in the Sunset Room.

At the conclusion of the addresses by the speakers, we will have questions and answers. Those who ask questions will please rise and identify yourself and give the name of your community. This is all being recorded, and it will be entered into our Conference Book that goes to our respective communities, thus indicating that you have been a meaningful and articulate member of this Conference.

I am not going to belabor the program this afternoon, except to say that we have some fine speakers. I am now going to turn the session over to a very erudite Chief, Vincent Giberti of Auburn, Maine, who will be our Moderator for this afternoon. Chief Giberti! (Applause)

MODERATOR VINCENT GIBERTI of Auburn, Maine: I was asked to take on the project of being your Moderator this afternoon and I do want to be careful of this assignment. I read an article, about a very embarrassing situation that a Moderator put himself in one day. It was at a testimonial, and the guest speaker of the testimonial was to be the Governor of the Virgin Islands. As the program reached its peak and the Moderator gave a biography of the gentleman, he then said:

"It gives me pride to present the virgin of Governor's Island!" (Laughter)

So, you see, I want to be careful how I make my introductions this afternoon.

First of all, the gentleman whom I am going to introduce is a gentleman who was actually born in Portland, Maine, thirty-three years ago; he is married and the father of three children. He attended Falmouth High School and he was elected a member of the National Honor Society, graduating cum laude from the University of Maine in 1961 with a B.A. Degree in Management, and recipient of the Maine Town and City Managers' Scholarship Award. He was elected a member of the Honor Society Phi Kappa Phi in 1960 and received a full scholarship and fellowship to the Fels Institute of Local and State Government; a Division of the Warton Graduate Division of the University of Pennsylvania. During his graduate studies, he completed field assignments which included assignments to the Accident Investigation Division of the Philadelphia Police Department, the Philadelphia Personnel Department and the Philadelphia Records Department. His graduate studies were completed after one year of study and a six-month internship in Portland, Maine, under City Manager Graham W. Watt, and he received his Master's Degree in Governmental Administration in 1963. Since completing his internship, he has held the following positions in Portland:

January, 1963, he was appointed Administrative Assistant.

In April, 1963, he was appointed Administrative Assistant to the City Manager.

In January, 1965, he was appointed Assistant City Manager.

In July, 1965, he was appointed Director of Finance.

In June of 1967, he was appointed City Manager.

He is a member of many organizations and he has many affiliations with worthwhile associations. At this time, I am more than pleased to introduce Mr. John Edward Menario, City Manager of Portland, Maine, who will speak to us on the subject of "Collective Bargaining." Mr. Menario! (Applause)

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**COLLECTIVE BARGAINING****John Edward Menario****City Manager****Portland, Maine**

Thank you, Vincent. Every time I hear all of those things about myself, I begin to think: How can a man be successful who can't hold a job more than one year at a time? Well, I guess that in my profession and, similarly in your profession, we tend to be dreamers at times and we have to be so in order to maintain our sanity.

That reminds me of one of my famous and favorite stories, about the fellow who had these vivid dreams, and they were so vivid that he would wake up exhausted and he couldn't go to work the next morning. He went to see the doctor, and he said:

"I have a terrible problem. I have this dream, every night, and it's so darned vivid that I can't go to work in the morning; I'm just exhausted."

"What's the dream?" asked the doctor.

"I get into a trailer truck and I drive up to Portland, Maine; I get out and have a cup of coffee. Then when I get up or wake up in the morning I'm exhausted and I can't go to work, and my boss is beginning to worry about it."

So the doctor said:

"I have a practical plan and a solution. Why don't you dream that when you get up to Portland you call me, and I'll drive the truck back to Boston? At least, you'll get half a night's sleep."

Well, he never thought of that. A week went by, and he was very exhausted, so he went back to the doctor and he said:

"I have a brand new dream. You know, I'm a bachelor. But, the darned dream is so vivid. I dream that every night when I get into bed, there's a nice looking blonde on one side and a red head on the other side, and come morning, I'm so tired that I can't go to work."

So the doctor said:

"Why don't we go back to our old solution? You entertain the blonde, and then call me, and at least you'll get a half a night's sleep."

"Doc, I never thought of that."

So, a week went by again, and our man returned to the doctor, who said to him:

"Now, don't tell me that you have a new dream!"

"It isn't that, Doc, but it's this. Every time I call you up, some woman answers the phone and says you're driving the truck back from Portland to Boston!"

(Laughter)

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First of all, let me state that the whole field of Collective Bargaining is a brand new field for all of us. In fact, there is no one definition of collective bargaining that any one of us would agree upon. I know that collective bargaining has often been defined as management bargaining, and also union checking. The union says the employees bargain, and management collects.

I feel that there is a little bit of truth in both sides of the definition. However, there is a formal definition, and this is defined in the National Labor Relations Act. The key to the definition is as follows:

“Collective bargaining is the performance of the mutual obligation of the employer and the representatives of the employees to meet at reasonable times and to confer in good faith with respect to wages, to hours and to other terms and conditions of employment.”

Now, the definition goes on and on and on, but in my opinion, that is the essence of the collective bargaining and it has the salient features of what it is that each one of us should do.

I think we all know that collective bargaining in the public sector, where other employees have had thirty-three years of experience in voicing their thoughts since the passage of the Wagner Act, is somewhat different because in the public sector the experience has been only of ten years' duration. Wisconsin actually broke the ice in 1959, ten short years ago, by enacting the first State law. So it is really brand new. And, I don't think that anyone needs to apologize for not being experienced in the public sector. Each of us has to play it by ear.

, We have general guide lines to follow, gauged by the thirty-three years of experience in private industry; however, ours is a new venture for all of us.

And I say to you, those who pretend to know the simple answer, beware of them! There is no simple answer. It is a “Play it by ear” situation with the basic ground rules and principles, and I think that we all might benefit by knowing a little more about it.

Let me tell you about the Portland scene, because it is within that reference that most of my comments are based.

Back in 1966, the State of Maine passed a collective bargaining law for Fire Fighters only, with the right of Fire Fighters in the State of Maine to join together in collective bargaining units, to have those units represented, and to bargain with management. And this shows you to some extent the lobbying effect of the Fire Fighters' Association in the State of Maine. And I don't mean that in a derogatory manner; I mean it as an illustration.

Here is a State which is not heavily based in industry, which does not have a good understanding of collective bargaining, offering it to the Fire Fighters only.

When the law was passed, we, in Portland, recommended to the City Council that we pass a local ordinance which would extend the principles and benefits of collective bargaining to all employees within the City family.

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That is the management position in Portland, that the principle of collective bargaining is a sound one and that the benefits ought not to be limited to one group, be they Fire Fighters, policemen, nurses, airport workers or what-have-you; the principle of collective bargaining, if it is sound, ought to have a fair treatment and use throughout the organization. And the Council agrees to that.

As a result of passing that ordinance in 1966, we had local elections in the City family. We now have three separate unions that we negotiate with. The Fire Department is represented through the International Association of Fire Fighters. Then we have the Public Works Department, represented through the American Federation of State, County and Municipal Employees. The Police Department is represented through the Police Benefit Association, a non-affiliated, home-spun union.

We have other professionals represented by the City Benefit Association, with four separate unions.

My experience is not wide-spread. I will be perfectly frank to admit that. In my very brief time in Portland, seven years, two of which I have been the City Manager, I have negotiated and have been actively involved in seven union contracts through collective bargaining, two of which have gone to arbitration.

I am kind of hesitant to tell you about the contracts with the International Association of Fire Fighters; maybe that does not put me in good stead with the Fire Chiefs, in talking about collective bargaining, the solution, or the problem. However, I do have some thoughts, and you ought to know of my biases as a City Manager, without necessarily one hundred per cent loyalty to any organization within the family, but with a strong desire, professionally, to maintain objectivity within each of the bargaining units.

The final thing I would comment on, before getting really into the text, is that in the Portland system, the City Manager is the bargaining agent for the City and the City Council has the authority to negotiate to a binding conclusion all items of wages, working conditions, and this is the system that we operate under.

Now, as to the question of collective bargaining problems and the solution of the problems, I happen to believe and strongly believe that collective bargaining is a solution to many of our ills, and it is a new problem to many of the things that heretofore we have never been concerned about.

Well, what are they?

Let us look at the solutions for just a moment, and I shall be very brief, in attempting to identify them. What does collective bargaining do for us, as Firemen, as Fire Departments, as Fire Chiefs, that we can identify as solutions?

First of all, I maintain that collective bargaining assists primarily in the fact that your Fire Fighters, regardless of their rank, for the first time, have an opportunity to participate in the decisions that affect their jobs. I know that we can all say: "Well, we have been good managers, good Fire Chiefs, and we have tried to give them what they wanted."

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But, honestly, the first formal arrangement where the Fire Fighters have had an opportunity to actively and formally participate in the decisions that affect them was done by collective bargaining, and I say that that is part of the solution. It is not the major one, but it certainly is part of it.

I say that another solution through collective bargaining is the fact that it improves communications. This is the first time that many Fire Fighters have had an opportunity to sit at the same table with management and to exchange ideas; whether those ideas are accepted or not is immaterial. It has improved communications, and we all know, the major obstacle in running any organization.

Another solution through collective bargaining is that it has eliminated a lot of non-policy activity. Let me explain that a minute. We have sensed in Portland, Maine, a number of policies that have existed in the Department, which the Chief was not aware of and certainly the City Manager was not aware of, even though certain formal policies were accepted by the Council. One of these happened to be the idea of a foreman or a Captain or Lieutenant; this has gone on for so many years that one assumed it was the policy of management.

Through our open discussion, we have been able to know about many of these non-policy activities that have gone on for years, and yet there was no basis for them in the system.

I think another area of solution in collective bargaining is that we have had a greater union respect for management decisions. I am not saying that they are stumbling all over themselves to say nice things about the Portland Council or the City Manager. In fact, at times, to the contrary. But, the fact that they are more aware of the City's limitations and their own internal management has meant something, and they began in a gradual way to have a greater respect for management decisions and the weight of the decisions.

I call this a long-range solution in collective bargaining.

The converse is also true. I maintain that part of the solution through collective bargaining is a greater management respect for the union and an understanding of their problems. We are able to share their ideas and thoughts at the table, and we more and more appreciate some of the activities that they talk about, which they consider shortcomings.

In general, then, I say that part of the solution through collective bargaining is an opportunity to educate one another, where the union and the rank and file realize that management doesn't have horns on its head, and that management is really interested in their well-being. Management is interested and concerned with what they are doing, and by being so interested, the production and the morale of the men, we know, will increase.

I think that really another major solution through collective bargaining is that it has allowed for fringe benefits to come about, representing the interests of the employees, and not necessarily the interests of what management thought the employees wanted.

Of course, we all like to think that all of our decisions were right and that they met with the approval of the rank and file, but you will discover in collective bargaining

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that this is not so, and that the unilateral decisions that have gone on over the years do not necessarily represent what the rank and file really want. You may think it is wages; you may discover it is really pensions and health insurance, time off and family leisure time. You may think it is those items when, in fact, it is wages.

I maintain that part of the solution through collective bargaining is being able to establish the kind of fringe benefits that the employees welcome and strive for.

I think that finally a part of the solution in collective bargaining that is going to help all of us is this. There are times when nobody agrees with us. Through collective bargaining we, as managers, and you, as Fire Chiefs, will have a better opportunity of maintaining wages comparable to the private market place, because of the mere pressure of collective bargaining and the dialogue that has resulted from it.

I think part of the problem is that wages in the public sectors have fallen far below that of the private sector, and we have not had the built-in and periodic view of the private market place, to see what was going on, and what is happening to our comparable employees in the private sector. It is putting pressure on us, but I think it is pressure that has been long overdue.

I think that part of the solution in collective bargaining is to assist all of us in maintaining public wages comparable to the private sector. And, bear in mind that that comment isn't shared by many.

Now, that represents some of the solutions that I see in collective bargaining; but, there are many, many other problems, and I think that depending upon our understanding of the problems and our willingness to do something about them, collective bargaining could be a major irritant rather than the major solution.

Let me tell you what I think some of the problems are, and let me give you a very limited idea of what I think we can do to eliminate some of the problems.

First of all, one of the major problems with collective bargaining in the Fire Departments and the Police Departments and any other semi-military organizations is the fact that it places the Chief in a very awkward situation and tends to upset the military chain of command. This is no longer the day when the Chief's orders necessarily are right, and it is hard for all of us to respect that and to understand that.

We now have a very formal document that tends to describe what the Chief's comments are, and whether those comments are valid or invalid, based upon the definition of the contract. And, that is extremely awkward for Fire Chiefs and Police Chiefs, to find that there is now a limitation to their ability to direct the affairs of the Department that they are responsible for, and I say that that is a major problem, and we have got to find a way to undo some of the problems associated with it.

Secondly, I think that collective bargaining in the public sector, just as it happened in the private sector thirty-three years ago, is beginning to create hostilities among and between city employees. You have seen it and so have I. How many times have we thought about disparity of pay five and ten years ago, before the 1959 Wisconsin law? How long has parity or disparity been a focal point of discussion in the public sector? I maintain that it hasn't really come about; it has been there, and we are now more aware of it.

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It really developed a discussion in the dialogue, when collective bargaining came into vogue, because now there are competing interests. Firemen are talking about their value, over and above the Policemen, and the Policemen are talking about their value, over and above the Firemen, and both are talking about their value over and above other city employees. So that we find we have set up internally these competing interests, where we must now evaluate the performance by unfortunately having to examine and de-value other employees.

I say that that problem of collective bargaining with its built-in hostility within the organizational system is a serious one.

I think, also, that collective bargaining has brought to the Fire Department internally the fact that it has created hostility and problems of morale within the Fire Department organization, and I don't limit it just to that, because it happens in the Police Department and the Public Works Department and everywhere else.

The reason that it develops these hostilities within is because of the mere grouping of the people within your Department, the young versus the old, and that is a major problem, now, in collective bargaining.

The old timers, with their years of service, now want to put the years into decent pensions, and fringe benefits, whereas the young fellows want the money now. They say: "Let me support my family now."

If you take a nose count now, you will find out the strength of the Department, young or old, and then, how are you going to play your cards? All of this is creating hostilities within, as well.

I think this will be overcome in time, just as it was in the private sector. It is a problem. Be aware of it, I would say.

Another problem that I see in collective bargaining is the difficulty of maintaining the proper differentials between supervisor and the rank and file. We now have the pressure on the rank and file. We have an organized unit; they are pressuring management, comparing themselves to private industry. Who is speaking up for the supervisors? Who is going to bat for the Chief and the Deputy Chief or the District Captain or Captains, if they are non-union? That particular group of supervisors lacks a formal way of expressing their concern. The results have been a closing in pay differentials where the unions are gaining major changes, long overdue, long understood, but someone soon has got to find a remedy to the problem where we are closing the differentials.

This is a problem of collective bargaining, until we find an organized way to relieve the supervisory level, in order to encourage rank and file people to want to gain promotion in those ranks.

There is also the very minor problem of collective bargaining of having to maintain an extra work load, through documentation. It doesn't do, any more, to say: "I think that's the day Joe Smith is on." Or, "I think you're due for an extra trick." Or, "You're not due for an extra trick." The contract will specifically set it out, and therefore, one has to maintain records. And, when the Grievance Committee takes over, you had better have your case documented. One of the problems is to force management to do the kind of documentation it should have been doing years ago.

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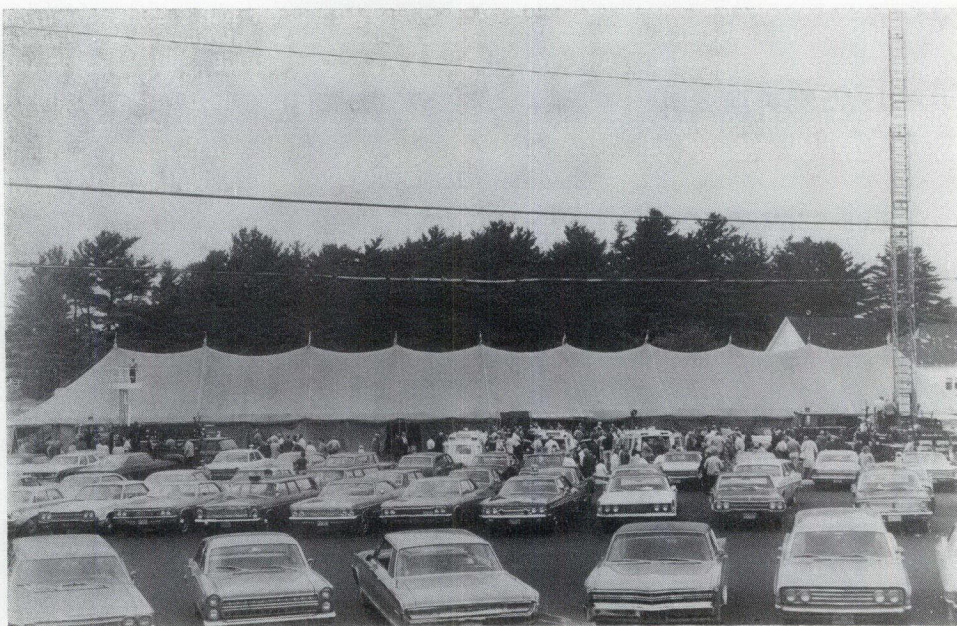
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This leads into another problem area. There is the fact that collective bargaining no longer allows you, as Fire Chiefs, to run an informal organization, the one you would prefer to run, the one that has always worked better, the one where you can say: "Do this." "Do that." Contracts do not allow for that. You have certain prescribed duties that they can do, duties they might not have had to do before. You can assign people or rotate them, whatever the case may be.

We have collective bargaining, unfortunately, but the only way it works well is to develop a rigid system, playing it by the book. It has also upset the general budget process, and that is a minor point, perhaps. However, collective bargaining, with their timing of when they want to meet, or go to arbitration, no longer lends itself to the calendar year, unilaterally, and makes its decision. We now have to time our budget, hold on to spare funds, and all of this is a result of collective bargaining. I don't see any major problem there, but it is a problem.

Finally, in the area of problems, all of your procedures, up to now, are subject to review and criticism, and if you cannot justify these procedures today, then they won't be in existence tomorrow. We are all being asked the question: Why is it that we do a thing a certain way? And, the mere fact that we have done it that way for ten years is no longer sufficient. We have to be able to document and give a rationale as to why that procedure is in the best interests of the City, and if we can't, then we ought to lose those procedures, because if they have no foundation for improved service, they have no right to be there.

Now, what do I suggest in my very limited experience, as ways to reduce the problem areas. I have suggested that there are solutions to collective bargaining, and there are also problems.

What is it that we can do, as Managers, as Fire Chiefs, and it is too bad the Councilors aren't here, but what can we do to reduce the problem areas?

I have four or five brief thoughts. I think the most important one of all, as it affects Fire Chiefs, is that every Manager in your community or any individual with collective bargaining responsibilities ought to leave the Fire Chief in a neutral position, when it comes to collective bargaining.

The Fire Chief has a department to run. He has loyalties to maintain. He has esprit de corps to keep alive and he has a respect that he has to maintain; he cannot do that effectively in one, five or fifteen years if he is asked to take an active part in collective bargaining where he has to put on the management hat and argue against the rank and file of the department. It will destroy a good Chief, and it ought not to be done. The Chief has to be present, but he ought to sit in a neutral position. The manager of a collective bargaining agent should do the talking, and the Chief should be there only to assist in establishing facts, such as: What hours do they work? How does rotation work? What would happen if we changed the substitution rule? And things of that nature, factual comments only. He should not have to get embroiled in the heated debates that go on as part of the system.

I think that when Fire and Police Chiefs and other departments can be put into the neutral position, we will do a lot to overcome the internal hostilities that develop in a department through collective bargaining.





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Another key thing, in trying to overcome some of the problems, is the whole area of good faith bargaining. The bargaining agent has got to maintain his word at the bargaining table at almost any cost, if he is at that table negotiating and if, inadvertently, he blunders and makes a trick that he ought not to have made, his respect and loyalty suggest that he stand behind that at almost any cost, because that is the only definition of good faith bargaining that will gain the respect of all employees leading to good morale, regardless of the issues.

I think the very first meeting between management and union can undo a lot of problems that I have talked about, if there is an agreement as to what are the ground rules. The ground rules are the whole key to collective bargaining. I say this with some reservation, because in Portland, we have an open door policy regarding the press. Everything that is done in the municipal family is considered public news and public information and, therefore, it is done in the goldfish bowl with all of the reporters present and the television cameras. I think that is the only proper way to run government, but I will say that there is an exception to that, and my exception in Portland is collective bargaining. I maintain that the key to successful collective bargaining is closed door, non-press involvement. In fact, in Portland, this has been honored by the press. And there are basic reasons for this. If I have got to sit down with Fire Fighters and talk about Policemen, the fact that we are human beings, this is the yardstick we have to look at, then we do not create external hostilities by having that in the press. Such as: "Joe Smith, President of Such-and-such, a Fire Union, said that the Police aren't worth a damn." And on and on. This sort of thing does happen in collective bargaining. So why wash your dirty linen in public? If you are honorable people, you can leave your differences at the table, without developing external problems, and you are well ahead of the game.

More important than that is the fact that when you begin to debate your case publicly, the whole issue ceases to be the items that you want; the whole issue becomes a face-saving problem.

When it is known that unions wanted X number of things and management only offer three, then the whole issue is this: Who is going to be able to flex the biggest muscles publicly? If the press isn't aware of how many issues you started with, etc., you have no problem of face saving, and you can exchange very comfortably and conveniently at the collective bargaining table.

You ought to know the mechanics of arbitration, also, and when the clock starts. You ought to understand the ground rules, in order to understand the game, and it will make it a lot easier for you. That ought to be done before you begin collective bargaining.

Next to the last of ways to avoid some of the problems of collective bargaining is to attempt to do bargaining at the bargaining table and not rely on third party arbitration to resolve your differences. I do speak with some experience here, but perhaps not a great deal of experience.

Maine has advisory arbitration in which the decision is non-binding. We have gone to arbitration twice, and there is always a public feeling that a third party, with objectivity, brings more wisdom to the situation. But it just ain't true! A third party comes in without the understanding of the complexities that make a Fire Department work, and without the awareness of the complexities of management limitations, and attempts to compromise these two positions and does so by stumbling into areas that are much more controversial than the areas being debated.

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We have had experiences in Maine like that. We have had two arbitration awards, management awards, but they were not the kind of awards that the negotiating team would bring back to the Department and live with. We knew that.

We are concerned with maintaining good relations in the Department just as much as anybody else. And yet here was a third party, muddying the waters greater than the parties at the table. I maintain that the problems of negotiating can be overcome if you are willing to do your utmost to resolve your problems at the table, and not rely on a third party. He does not bring more wisdom to the scene.

Finally, part of the problem of collective bargaining can be overcome if both sides, management and union alike, agree to come to the table prepared to do some bargaining in good faith. I think that preparedness means understanding of the facts, the statistics, the personnel you are talking about, the generated costs that are involved, because when both parties understand the facts of the situation, then the solutions become much more obvious than the general emotions that take place, without preparedness.

I know I just said "finally" but there is one last point. Don't be afraid to do some "seat of your pants" bargaining. There are no formulas in the field of collective bargaining that apply to each and every situation. There is no book answer. You can't run to the shelf and say: "Well, if that is the case, how do I resolve it?" You are the bargaining agent. Don't be afraid to bargain with the "seat of your pants" bargaining.

Now, I am sure that I have broken many of the cardinal rules of collective bargaining. As Chief Cremo could tell you, we had quite a time a couple of years ago with the Mayor on the question of parity and disparity, and I asked for a meeting of the Fire Department rank and file, in order that I could meet with them at their location at the time suggested by them, and go there without an attorney, as I did, without the Personnel Director, without any staff, and sit down with them and roll up our sleeves, and talk, eyeball-to-eyeball, about the problems of the Fire Department. You wouldn't find that in the book.

You will find many people who will say that that is not the way to bargain. But, don't be afraid to run it by the "seat of your pants" from time to time. Oftentimes it is that gutsy situation where you are prepared to be frank and honest with all of the people involved that will save the day.

I know that I am a few minutes beyond the time allowed, but let me conclude with one last point. This is a key to solving part of our problems in collective bargaining.

Don't allow your department and don't allow your manager to do "end-run" bargaining. What I mean is this. There are only two people at the table who can discuss formally those represented by the union and the person elected by the Council or the Manager, whatever the case might be in your communities. If those two groups cannot see eye-to-eye and if they cannot circumvent the system, the Firemen ought not to try to run to the Manager or to friends in the Fire Department and say:

What do you say, Sam? Can't you build up support to our position here?"

You have got to live with the people who are responsible for the job. If you don't have the right union representation, then they ought not to be re-elected. If you don't have the right Manager, he ought to be replaced.



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The theory of collective bargaining is to have honorable respect for one another and not to play the game of subterfuge. In the long run, it will create more problems that are more severe than what is represented at the table.

Let me say that as a City Manager, I am honored to participate in this Conference of the New England Association of Fire Chiefs. I have benefited already by your fine food, and I am sure I will benefit further by your hospitality rooms this evening, and I do hope that my comments, to some extent, have been beneficial to all of you.

Thank you very much! (Applause)

MODERATOR GIBERTI: Thank you, Mr. Menario. I noticed in Mr. Menario's last remarks that he had a couple of mannerisms with his hands, and it brought to mind a little story I want to pass on to you. There was a group of tourists touring Europe, and they had more or less reached the climax of their trip; they were traveling in Italy, in Rome, to be exact. They went to St. Peter's and they had the opportunity of having an open audience with the Pope. At the end of the Pope's deliverance, he gave his sign, and there was a woman there who was really very much excited, and she was hopping up and down and saying:

"I got the Papal blessing; I got the Papal blessing."

This little Italian near her began to poke her and he said to her:

"What's the matter with you? Are you crazy? That's not the blessing; he does that every Sunday. He tells all the Italians: 'Get the hell off the grass.' " (Laughter)

Our next speaker, Seymour I. Kawaller, became Vice-President of the Albi Manufacturing Company, Inc. of Rockville, Connecticut, with a rather unique qualification. He knew virtually nothing at all about the firm's business, Fire Protecting, although Albi, as the originator of Fire Retardant Paints, has an exalted status in this field. However, he did know a good deal about Advertising, Promotion and Selling, having worked his way from a messenger's job in an advertising agency to Agency Account Executive, Advertising Manager and Sales Manager.

Before joining Albi, he owned a growing and profitable chemical specialties manufacturing firm in the construction industry. I firmly believe that the way to sell a product effectively is to know more about it than anyone else. He concentrated on becoming an expert on Fire Retardant Coatings and Fire Codes. In the process, he has become a fountainhead of information in the whole related field of Fire Protection. His provocative articles in leading trade journals, and his challenging talks before groups of code authorities and architects have sparked a growing understanding of the role of Intumescent Coatings in reducing fire losses. Mr. Kawaller's subject is "Will It Burn?" (Applause)

### WILL IT BURN ?

Seymour I. Kawaller, President

Albi Company, Rockville, Connecticut

Mr. Moderator, Officers and Members of the New England Association of Fire Chiefs. Over the past eight years, I have become somewhat of a public speaker, putting on these programs for building officials, architects and engineers. I came to this job without any previous experience in this type of work, and my management up in

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Rockville, Connecticut, which is the heart of New England, we think, decided that my New York accent might not be too well understood when I traveled in the far west, the deep south or even high up in New England, so they sent me to the Demosthenes School of Elocution where I could learn to speak slowly, clearly and distinctly. The way they do it is this. They stuff your mouth full of marbles and then they give you a book to read. You try and try and try, and finally, when you lose all your marbles, you're ready to go out on the road. I qualified quickly.

What I am going to do here this afternoon, with all of these props, is to talk about Intumescent Coatings. They are placed in the overall scheme of fire protection, meeting code requirements, fire and building codes, so that you can understand what a valuable tool these materials can be in your work. And when I say "in your work" I mean that in some respects, a Fire Chief is not particularly interested in this area of activity. Most of our work is done with building and fire prevention officials. But, many Fire Chiefs have the responsibility of running a Fire Prevention Department. And I know that some of you wear a double hat, so to speak, and I think you may find this useful in your work.

I want to explain, when we go into this area of Intumescent Paints or Coatings, what do we mean by that?

I want to tell you the story about the college professor who gave the class an assignment. Later, in class, he called on Mary Jane and he said:

"Mary Jane, what organ of the human body expands to more than ten times its proper size when properly stimulated?"

She flustered quite a bit, and then decided to sit down without answering.

So, the professor then called upon Johnny, who said:

"The pupil of the human eye expands when you go into a darkened room."

The professor then said: "That's right, Johnny. And now, Mary Jane, will you please stand up. Let that be a lesson to you. First, you didn't do your assignment. Secondly, you have a filthy mind. Third, when you get married, you're going to be terribly disappointed."

So, when I get through with this demonstration in which I am going to show you a material which, when properly stimulated to many times its former size, I hope none of you will be very disappointed!

Before doing that, let me place, here, what I am going to work with. I have a cardboard, painted with Intumescent paint, a plywood, painted with the same, a piece of metal covered with an Intumescent paint. I am going to pass these around to you, and I am going to use this one as my working sample. This is a piece of plywood.

And now, will one of you cancer patients, smoking out there, supply me with a match, and I shall demonstrate what we mean by Intumescent paints. Incidentally, how many have seen one of our company's demonstrations before? About four or five. Then, you have probably heard my jokes, too!

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FROM THE FLOOR: Do you want me to leave because I have seen it? I want to see it over again.

MR. KAWALLER: Bear with us for the moment. Please stay. And, let me give you a frame of reference. You can light a match and ignite paper at only 300 degrees; that's all it takes. On the other hand, today, in today's economy, if you want to call it that, or culture, we have another problem; we have a problem that was not so prevalent ten years ago. You don't get so many fires starting that way as you do with these Molotov Cocktails, or deliberately with a gasoline rag.

Let us say that you have a fire that starts with 1800 degrees. Somewhere in that range is where practically all fires start. At that point, I would like to make a little disclaimer. We don't claim that this material is going to replace a Fire Department or a sprinkler system. We don't want to imply that at all. What we try to accomplish, with Fire Retardant Paints is to prevent the small fire from becoming a big fire, from keeping a fire that may start, let us say, in this room, from going over here (indicating).

This torch has a temperature range of 2700 degrees, which is certainly ample to start a fire, and I am going to see how fast I can ignite an ordinary piece of plywood. You can check your second-hand on your watches. Start. Stop. It's burning, and that's somewhere in the range of a second or two seconds, something of that nature.

Let us now take the same type of board, with fire retardant paint and instead of looking at the second hand of your watches, you can now start looking at your calendars, because with 2700 degrees, we will not get burning. But, we will get intumescence; a chemical reaction is taking place in which the heat is liberating non-toxic fire extinguishing gases; nitrogen, CO<sub>2</sub> are now coming off that surface and the gases are being trapped in a carbonatious foam, forming on top of the surface, which is black, bubbly material, which will puff up to somewhere in the range of an inch thick, providing a substantial amount of insulation, helping to prevent the heat penetration.

You will notice how red hot the surface is. Watch this. If I take the torch away, notice what happens. It is instantly gone, and there is no after-glow. You don't see any red fading away. It is instantly gone. And yet, when I put the torch to the surface, it is instantly radiating heat, and as it does that it helps to prevent the heat from igniting.

Let us see what happens further. I have nothing up my sleeve, as you can see. This is a fairly good, sustained exposure. I am going to touch the surface as fast as I can, after it is off the fire, and it is no bother and no danger to me.

What I am doing there is demonstrating a substantial amount of heat radiation, helping to prevent the buildup of heat in this.

Those of you who have taken your fire prevention know that you must have three things to sustain ignition:

1. Fuel.
2. Heat.
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By blocking the surface, choking off the oxygen, you are helping to prevent ignition, slowing it down. Of course, we are helping the heat from penetrating, from building up to the ignition point. You have very effective inhibitors to ignition taking place.

Let me open this up. I will pass it around. Remember this. If we had a wainscoting along this wall, and I had put this to that wood for anything like this length of time, and if I then came and put out the fire, you would have to replace the wood in order to make use of the surface. If it had been painted with a fire retardant paint, you would wire brush it and re-paint it.

Let me pass this around, and when it comes back I will put the torch to it again. I think you will agree that I had no once-over-lightly on this; I did hold that to the torch for quite a while, and if you look at the condition of the wood on the unprotected side, you will recognize that it has been well protected. There is some heat behind it, but not enough, obviously, to cause ignition.

How important is this in terms of your own life?

Well, there are areas where many of you folks might say that this could be used effectively. We know from a practical point of view that nobody buys fire protection unless they are forced to do so, unless it is literally forced down their throats. That is unfortunate, but it is true. The market for sprinkler systems wouldn't exist, if the insurance companies didn't insist on them, in order to get coverage. You wouldn't get anybody, and when I say "anybody" of course there are always exceptions to any rule, but in terms of supporting an industry, you wouldn't get anybody to buy the material down at the corner paint store, unless a building code or fire prevention code or an official enforcing the code says: "You have got to do it."

That is why I want to talk to you about this. There are code requirements for the use of these materials, requirements which, unfortunately, are not enforced, due to lack of understanding.

I want to take a moment to explain these codes.

Any community that works under the Life Safety Code 101 of the NFPA will find that within the Code there is a requirement for the interior finishes to meet. There are specified flame spread ratings. They will change from community to community. They are largely in areas of public access and public assembly, meeting places, hallways within a publicly licensed building, schools, hospitals, nursing homes, hotels, restaurants and areas of that nature, where the interior finish of the building must have a flame rating of zero to 25.

What do we mean by that?

We are going to try to show that with the color slides which will be shown to you.

By and large, what we are saying is that in these areas of public access and public assembly, the flame retardant quality of building finish must be very good. They must allow people within the building a chance to get out and allow the Fire Fighters to get in and fight the fire, without allowing it to spread.

When I say "interior finishes" don't confuse that with decorative finishes. Paint and wallpaper are not interior finishes. An interior finish in a room is the wall and what that wall is composed of, or the ceiling. It may be plaster, plywood; fiberboard ceilings are commonplace, and a brick wall can be an interior finish.

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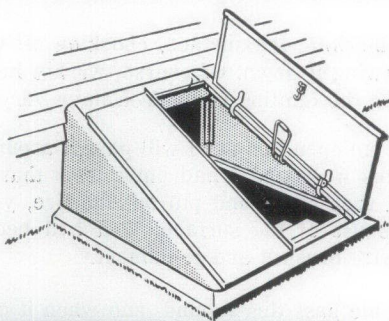
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When you have a non-combustible interior, that's fine, and you are meeting the code requirements.

The NFPA 101 says that you may reduce the flame spread requirement by using a fire retardant, an approved fire retardant paint.

Essentially, you have to determine whether it is approved or not. A great many people think the U.L. label means U.L. approval. There is no such thing as a U.L. approved products. All we have are the U.L. listed products, and it is up to you as the enforcing official to look at the label and see whether or not it meets your requirements, within your community, and you determine whether or not it is approved. You can use the J.L. test to help you to determine that. And when you compare materials, be prepared to understand what a U.L. label means. It represents a test of ten minutes' duration in this particular product; a spray spread rating is based on a ten-minute test. There is no way of taking a ten-minute spread test and qualifying that with a one-hour requirement. That is completely different.

I will say that this is confusing. I have had many officials call me up and say:

"This is a three-hour fireproof building. We don't have to worry about that."

There are two definite and distinct areas that are covered by the code. One is concerned with fire endurance. How long will this particular building last before structural collapse or structural failure? That has to do with the endurance test.

Let us take the Hartford Hospital, which was supposed to have been a three-hour fireproof building. Sixteen people lost their lives because the interior finish violated the flame spread requirement. Nothing to do with that. The building is still standing. But, there were combustible interior finishes, not retarded properly. This is an area where fire retardant paint is useful, helpful and acceptable.

In any code, in the area of fireproofing, in the one and two-hour requirements, we are talking about a completely different type of test and different use. This is where Intumescent Mastic comes into being. This has a prolonged type of use. The material does not fall apart, as the insulation I showed you with the fire retardant paint. It will withstand air turbulence in a fire and fire hose. This is U.L. listed, having been tested for up to two-hours of fire endurance.

I want to show you some color slides, based on U.L. tests, because the tests for one hour or two hour ratings actually run for one or two hours, whereas the flame tests are only run for ten minutes. We will run through these slides fairly fast. A lot of this is self-explanatory. Then, we have colored slides of actual uses of these materials on a building and a field, in actual use in the field.

Basically, let us look at the code requirements. You will notice that the buildings are classified according to the type of construction (showing slide), whether it is combustible or non-combustible, in the code. These are based on the actual performance in a building. We have a situation here that is called Standard ASTM-119. All fire and endurance ratings are based on these tests.

This is based on a furnace. You have walls and a ceiling, and your fire is confined within an area, and we use a standard fire curve starting at room temperature,

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building it up to 1,000 degrees, in five minutes leveling off to 1800, and continuing on. I want to point out that this test is used in two ways; one is shown on top, where we are measuring the heat transmission, through. If that heat transmission is kept below 250 degrees for one hour, the assembly would be rated as a one-hour rated assembly. Then, a two-hour rated assembly. In the middle of the furnace, you have a structural steel column, and you put some fire proofing around it, and then run the same test, and when the steel reaches 1,000 degrees, it has to terminate, and you have one-hour rated fireproofing. If it is two-hour rated, you have to have two-hour rated fireproofing.

In providing fire protection for steel frame building, of course, you fellows know better. We frequently are asked this question:

“Steel isn’t combustible, is it? Why does it need fireproofing?”

You know the answer very well. It collapses very quickly under the heat.

Now, you are also concerned with other materials that meet code requirements, such as the metal lath, and plaster. In terms of high labor costs, in terms of time for installation and substantial weight, 22 to 33 pounds per square foot, you would have to have specially designed materials.

Those of you who have seen this material go on (showing slide) know that it is messy, and anybody hitting it will knock it off, and very frequently this material is not on the job when the job has been installed, because it is knocked off by so many other people doing other work in the building.

I have pictures taken in New York City. We were responsible for the City of New York passing a new regulation as of January 1st of this year, requiring exterior protection for this type of fireproofing.

Then, we have the more durable materials (showing slide).

And now, with the new type of Intumescent material, you need no wire lath to hold it; it goes directly to the steel, without any other surface preparation, and it is the easiest and the quickest type of installation to use.

Here is a man making the installation; it goes on as easily as paint. It is the paint that stops a fire. It goes on with the same equipment used for paint, only a heavier gun and pump.

The reason I show this slide, and I do it mostly before groups of architects and engineers, is because we have a standard requirement, and if you are going to build a building now, let us say like the Wentworth, we would like to have the architects and the manufacturers’ representatives supervise the installation. This was done in Puerto Rico. Of course, that gives me a nice vacation! It was also done in Minneapolis, during this past winter. And I want to tell you that this is the only type of fireproofing that can be applied at below freezing temperatures, so that you don’t hold up construction on the job. This picture shows the scene out in Chicago; it is a vast application, and one of the things that the owner likes is that while it may be costly compared to paint, yet it is cheap compared to other types of fireproofing, and it gives you earlier occupancy, and therefore more rental income, compensating for the higher cost.

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Here is another application in the cold weather (showing slide). Here, you have a man bundled up, and yet he is still spraying very actively.

Now, this will foam up to four inches of insulation, which is why you get the one-hour and two-hour ratings.

One of the things that is interesting is the fact that with a minimum amount of coverage, you get a maximum amount of protection; 1/32 of an inch gives you 35-minutes of protection. We had to go to 1/16 to get the one-hour rating. This is what it looks like after it comes out of a fire (showing slide).

Up until recently, when people would ask, "Have you ever had any of this stuff in a fire?" we had to admit that we had not been able to get one of our operatives in for that purpose. Not too long ago, we managed to sneak somebody by the guard at the Dow Plant in Kentucky, and we had a raging fire, with 18-columns in it. In talking with the people at the scene of the blaze, I had estimates ranging from 45-minutes to an hour and a half of fire, an oxygen-fed fire, at the first level of the building, up against the joint of a beam and a column and 16 of the columns in the structure had Intumescent paint, and they were involved in the fire. None of the steel had to be replaced, and within five days, five working days, they were back in production in the plant. That would be inconceivable by any other means.

Contrast this test, with the plant spread test. Here on the top (showing slide), on the upper right of the slide, you can see them loading untreated Douglas lumber, and when subjected to this test for a 10-minute period, the flame will go for the full length. In a non-combustible material like concrete, asbestos board that has a flame spread rating of zero—look at this shot, here, and in this case it is painted with fire retardant paint and insulation has resulted, preventing ignition. They stopped the fire, and you can see how far the flame has traveled; it is easily out of proportion, and if it traveled 10 per cent, that is as far as it would go, so you have a flame spread of 10 per cent.

Now, in the 20 per cent, let me say that that is the secret of what the flame spread ratings mean, and it is not nearly as complicated as it sounds. This is the gauge of measure of smoke density. This question of smoke density is quite important. And do you know that more people are injured and killed in a fire from smoke-related causes than from flame. When we talk about fire retardant paint, you have got to realize that not only do you want to reduce it, but you also want to reduce the smoke.

It is one thing to set up a demonstration, to run a test, of what happens in a fire. Out in California, they gave us this nice shack to burn (showing slide). The building had not been painted in twenty years. They decided to let us paint one-half of the building and demonstrate what would happen. Originally, they put on a fog test inside the building. Then, we took the fuel off the windows and piled on 150 pounds of Class A fuel, loaded on five gallons of gasoline on the surface, and bingo, this is the starting fire (showing slide).

Now, you tell us as a Fire Fighter that you know what it takes to get to a fire and put it out. The Fire Department will get to the place within six minutes after the alarm was turned in. Of course, if everybody turned in the alarm the minute a fire started, we would have no problem, but they waste five or ten minutes, while working on it.

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So the Fire Department gets the alarm and starts chasing in, here. At six minutes later, the fire is really going. On the extreme right, where the fuel has died down and the flame had hit the building, with the Intumescent paint, you can see that the protection is still substantial, there, while the flame is traveling on the unprotected side of the building.

Now, we are looking at the flames in the range of 12-minutes, and the next slide shows the flame in the range of 15 to 18 minutes. I am not sure of all of these times, but I am giving you the approximation; at least it is well under the 20-minute period.

You saw the substantial ignition and the side burned off the building. If the Fire Department were able to put this out at this point, you still would have practically no salvage.

(At this point, there was trouble with the machine showing the slides.)

I hate to ask you to take my word for it, but what happened eventually, there, and we are not going to try to show you more slides because the slide tray just won't work, is that at the end of the 20-minute period, on the side of the building that had been painted, the only flaming that had occurred was between the first two studs; investigation revealed that flame came in from the unprotected side of the wall. Regardless of how far the flame did travel, the rate of travel was considerably lower on the painted portion. The fire never got anywhere near as big, and that is the basic reason for our using the fire retardant paint.

Let us get back for a moment and consider its use on steel. Here, I have a booklet, which you may want if you are doing a training program for your own community. This is put out by the Fire Insurance Association. Here, there is a series of fourteen fires, for test purposes, and one of the pictures shows that under conditions of the standard ASCM, Standard fire exposure at a joist temperature of only 625 degrees 3½ minutes after the start of the test and when you get that temperature that quickly for a failure on structural steel, you begin to realize why more and more people are looking to some method protection against this kind of a failure and more and more people are looking for some method of what we call short-term fire protection, but not the one or two hours that code calls for; perhaps, basically, five minutes; just for the sprinkler system to operate. And even with sprinkler systems in these occupancies, by the time the sprinkler goes off of a high pile of stock which may be blocking the sprinkler, the fire is burning down below, and by the time the sprinkler is effective, the building can be deformed and the sprinkler system knocked out of service.

As a result, the insurance companies have taken a new look at fire protection and combustible occupancy. The Travelers Insurance Company built in Windsor, Connecticut these buildings of steel, fully painted with fire retardant paint.

When I came to this hotel I looked around and I noticed that very interesting display showing the fire that occurred here at the Wentworth. We find that in urban communities particularly, where you have slum areas, where you have buildings closer together than the law permits, due to existing pre-code conditions, where you don't have fire walls between such buildings, the question of flame retardation from one building to another becomes critical. Right here, I understand that there was a considerable spread of fire, from one building to another. The gentleman who was fighting this fire, here, tells me the buildings on this side were catching from the peak of the barn that was demolished, and they had to put water on this side.

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One of the big aids in preventing that kind of flame transmission from building to building is exterior application of fire retardant paint. There are numerous cases on record where the paint has been effective in performing properly in a fire. We have newspaper clippings here, as many as you want, showing this to be so. There is not a single case on record where fire retardant paint did not perform properly, even when not applied properly.

Now, how can we watch it and still be there ten years from now?

I will tell you as of now, there is a fire retardant paint that does give you permanent protection. This does not lose its fire protection, even when exposed to humidity or anything else. The only way you can do it is by physically removing the paint.

Going back to one other possible use of fire retardant paint under the building code, there is frequent use of fire retardant treated lumber. The lumber is pressure treated with fire retardants and tested in the ten-minute tunnel test for a period of thirty minutes; after thirty minutes, if we have a flame spread of less than twenty-five, and no evidence of significant progressive combustion, then you have the proper lumber.

Now, you all know that contractors are crooks, and unfortunately the officials contribute to making them crooks, and I will tell you why. If you don't enforce the code, if a man is supposed to use fire retardant lumber, he isn't going to bid on the contract, because he knows that his competitor isn't going to bid on it. You know that every test of fire retardant lumber has a U.L. label attached to it. When you cut that stick in half, which one has the Toni? You have two pieces of lumber and only one has the label. You can bet your bottom dollar, this is what will happen. The contractor will call the nearest lumber yard and ask if he has the U.L. label product, and the guy on the other end of the line is sure to say "No" that he doesn't carry the stock, but he will get it for you. Are you going to hold off and wait until he gets a couple of carloads of fire retardant lumber? That is not very likely.

Suppose you have to cut the lumber. You will need a diamond type saw if it has the U.L. label on it; you can't cut it otherwise. So you have to order it cut to size, to be economical about it. That means carload lots.

And let us suppose that you do that. Now, you have to drive a nail in it. Have you ever tried to do that? If you have tried fire retardant lumber, you will know that you have to pre-drill your holes. So your chances are pretty poor for getting fire retardant paint used, unless you are sitting there watching all the operations, because as soon as you turn your back, that fellow is going to cheat.

You can use fire retardant paint and get the same sort of a test.

Before I finish, let me leave you with this thought. These two young people pulled up into a driveway one evening, and the young chap said:

"How about it? Ready to go in the back seat?"

"No."

Well, he was a little surprised, but a few minutes later, when signs looked better, he said:

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"How about it now? Are you ready to go in the back?"

"No" again, said she.

So he decided to let the pot cook awhile, and when it was a little hot, he said again:

"Ready, now, to go in the back seat?"

"No."

"Why not?"

"Because I want to be with you!"

And that's the way I feel about being with you! Thank you very much! (Applause)

MODERATOR GIBERTI: Thank you, Mr. Kawaller.

Our next speaker, James M. Hammack, joined the Los Angeles Fire Department twenty-seven years ago, because he wanted an exciting career. He was born in Texas, but moved to California with his family early enough to attend elementary school and high school in Gardena, California. He gained his college training in Engineering at Texas Technological College.

Since 1954, he worked in every area of fire prevention, until his recent retirement as a Battalion Chief. He headed the Industrial and Commercial Enforcement Section of the Los Angeles Fire Prevention Bureau. Chief Hammack taught Fire Schools in the Evening Division of the Los Angeles Junior College System for over ten years.

His professional experience includes active membership in almost every professional organization dealing with the suppression or prevention of fire, throughout the nation. He has been a member of the:

National Fire Protection Association for twelve years.

Fire Marshals' Association of North America for twelve years.

International Association of Fire Chiefs for fourteen years.

Western Fire Chiefs Association for fourteen years.

California Fire Chiefs Association for twelve years.

California Fire Chiefs Association, Southern Division, Fire Prevention Officers' Section, for seventeen years, and he was President in 1966.

Member of NFPA Committee on Explosives.

Member of NFPA Committee on Storage, Handling and Transportation of Hazardous Chemicals.

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State Fire Marshal's Committee on Portable Fire Extinguishers.

On December 1, 1968, Mr. Hammack elected to retire after twenty-seven years, with the Los Angeles Fire Department, and join the staff of the National Fire Protection Association. In his present position of Fire Extinguishing Systems Specialist, he is the staff liaison officer to fourteen important committees on Fire Protection. He travels a great deal, speaking on and promoting the principles of fire prevention and protection.

It is a very special honor and a privilege for me to introduce to you at this time Mr. James M. Hammack who will speak on the subject of "Latter-Day Fire Prevention." Mr. Hammack! (Applause)

### WHY FIRE PREVENTION

James M. Hammack

National Fire Prevention Assn.

Mr. Moderator, Members of the New England Association of Fire Chiefs, Friends:

You can't start a speech without a story. A good many years ago during the times that the Chief just read about, I was a young Inspector and answered a complaint in one of our compact areas of the city of Los Angeles, and while discussing it with the lady of the house I was almost overcome by a deluge of youngsters. I never saw so many kids in one place in all my life. It was obviously a number of sets of twins.

I couldn't constrain myself. I said:

"Lady, are these all your children?"

"Yes, Sir; I have thirteen."

I said, "Well, you must have several sets of twins."

"Yes, I have five sets of twins."

I said, "For heaven's sake, you must get twins nearly every time."

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And she said, "Oh, no; most of the time we don't get nothing."

So this may be the time in your program when you "don't get nothing!"

Chief Brennan selected a title for me which sounds like I might be a preacher but I am not. Instead of using that exactly, I want to talk on the basic subject "Why Fire Prevention?"

Let us begin this discussion with a brief, if somewhat incomplete definition of Fire Protection. Fire Protection consists of three main parts, Fire Suppression, Fire Prevention, and Fire Investigation.

In practice, Fire Protection Engineering involves much more than the application of measures to control or extinguish fire. In the solution of a given fire problem, the elimination or reduction of potential life safety hazards, as well as fire and explosion hazards is often required. Frequently this can best be accomplished on the drawing board where by design, fire protection principles can be applied before construction of a structure, process, or device is started. Even the most brilliant fire protection engineer must rely on some information source in order to cope with the rapidly changing industrial technology and the newly developed materials and devices that appear on the American scene. In our fast moving industrial society the laboratory curiosity of today will be in full scale production tomorrow. The information source most often used by the Fire Protection Engineers has been historically and will be perennially that which flows from the Technical Committee of the National Fire Protection Association.

The National Fire Protection Association, in case you have temporarily forgotten, was organized in 1896 to promote the science and improve the methods of fire protection and prevention, to obtain and circulate information on those subjects, and to secure the cooperation of its members and the public in establishing proper safeguards against loss of life and property by fire. NFPA has 23,000 members coming from all walks of life, from all over the United States, Canada, and over 70 other countries.

Standards for fire protection and the safeguarding of fire hazards are developed by standing committees of the NFPA. Personnel rosters of the technical committees contain the names of the foremost experts in each field to be found anywhere. Committees are carefully balanced to insure a representative cross section of all interested groups. Some 2,000 persons make up the more than 200 committee memberships, and each one is an indisputable expert in his specialty. From this you will readily understand why the man whose profession is the protection of life and property from fire, would depend so extensively on the information sources of the NFPA. You, too, can be a part of this rewarding activity. If your name is not already on our membership rolls, I invite and encourage you to make immediate application. The nominal annual fee of \$30.00 will be one of your most erudite investments in the advancement of your personal career in the fire service.

The only reason for the existence of Fire Departments today is the necessity to put out unwanted or unfriendly fires. If it were not for this necessity, there would be no Fire Department. The first Fire Departments organized both in Europe and this country, did nothing else but fight and extinguish fires after the fact. Most of the early Departments were made up mostly of volunteer personnel, and these men gave of their time and energy to the exclusion of their daily vocations. It was not expected that they do more than fight fire when it occurred.

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Mr. James M. Bugbee, writing in the North American Review for July 1873 makes the following statement:

"Our modern inventions appear to have left us where we were in the beginning. The new forces brought into operation for putting out fires are neutralized by the increased facilities for the spread of fire. The large cities in this country have grown up without any restrictions in regard to the construction of buildings, and it is only within the last half-dozen years that municipal governments have considered that they have any concern in the matter. Since the insurance offices have taken everything under their protection, from a granite warehouse to a lady's wardrobe, and paid Fire Departments have been organized, the sense of personal responsibility in the protection of property from fire no longer exists. This is seen in the reckless manner of constructing buildings, and in the general neglect of all precautionary measures."

With the passing of time, Fire Departments became entities of city government and were staffed by paid personnel. The taxpayer soon became acutely aware of the firemen sitting in the station playing checkers and chewing tobacco while waiting for a fire to occur. They demanded that their city administrators find a way to usefully employ these men during those idle moments. The city fathers then as now, used their fertile imaginations and came up with all kinds of ideas, most of which were completely incompatible with the duties of firemen. Fire Chiefs, to counter and defend against some of these plans, developed ideas and programs of their own. Fire equipment began to glisten, station buildings became immaculate, and tools were always in near perfection order. But this was not enough. These activities were not immediately and continuously in the eye of the public. So the clamor continued for more and better use of the firemen's time. The Chiefs began to accept other duties, some of them related and some unrelated to the work of the fireman. These included hydrant testing and painting, salvage and clean-up work following fires, topography and geography acquaintance inspections, and in some cases, the driving of ambulances. But most Chiefs rebelled when it was suggested that firemen double as dog catchers, voter registrars, tree trimmers and garbage collectors. Training courses were developed and put into effect. Daily drills became common, and the fire company on most paid Departments became a well honed fire fighting unit.

As salaries improved and hours of work were reduced, the ogre of the alleged idle time still hung heavily over the Fire Departments. By now most city Departments could respond to a fire on bright shiny engines from clean and well kept stations, could place fire lines in operation with a proficiency closely akin to perfection, and could extinguish a fire in a minimum of time. We were perfect and our idle time would just have to be our cross. However, the guardians of the taxpayer could still see the unused time, and since time is money, kept on coming up with ideas to use those wasted dollars. The Fire Chiefs again rose to the occasion. Fire fighting inspections were introduced. Every major building and every hazardous operation within the initial alarm response area of every company commander, became as well known to him as the inside of his own home. While we thought we were already perfect as fire fighting units, it was crystal clear that our efficiency improved many times over with this added knowledge of the unit commander. Thus it was proven above all question of doubt that these reconnaissance type inspections resulted in more efficient firefighting operations, a reduced fire loss, and a public more appreciative of their Fire Departments.

With the value of familiarization inspections clearly established, the transition to the inspection effort to remove hazards before they could start a fire, was natural. An important part of Fire Prevention work is the investigation of the cause of the fire

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I do not mean investigation to determine if a crime has been committed. If this is the only reason we investigate fires, then we should step aside for the police forces. The investigation of crime is their business. But this is not the reason why we investigate fires. Our basic purpose is to determine the cause of the fire. This requires the service of highly skilled fire trained experts, and in my opinion the best spawning ground for such experts is in a smoke charged room on the end of a hose line, or raising a ladder to get to the roof so a hole can be cut to ventilate the fire. No one understands the vagaries of a fire in progress like a fireman. Accurate determination of fire causes can establish patterns that will clearly indicate where inspection efforts should be concentrated. This is the primary purpose of investigation, and if in the course of the investigation it is found that a crime has been committed, then such crimes should be fully investigated and followed through to the conviction of the criminal. But I repeat that firemen should investigate fires primarily to determine the true cause, and secondarily to detect crime. Pursuit of this purpose will soon establish the value of investigations to the Fire Prevention program.

The cost of fire services is always a timely subject but usually gets a lot of attention at budget time. I made a brief analysis of those costs for the fiscal year 1967-68 in the city where I was recently employed. In this city of two and three-quarter million people, the cost of fire suppression is approximately fifty-eight million, or \$21.00 per person per year. The cost of the Fire Prevention effort is two and six-tenths million, or slightly less than \$1.00 per person per year. I do not know what the total amount of insurance premiums paid might be, but the sum must be staggering. For \$20,000 of coverage on my own modest dwelling, the premium exceeded \$60.00 per year. Once again the axiom of Fire Prevention is proven. "Fire suppression saves something at great cost—fire insurance saves nothing but only spreads the losses among a greater number of people—and Fire Prevention saves everything at little or no cost."

Those of us in the modern fire service can stake no claims on the origin of Fire Prevention. The practice of Fire Prevention measures is as old as the history of man. The best information available to us points out that fire was accidentally discovered by ancient man when some dry or dead growth was struck by lighting, or some other natural phenomena occurred that produced enough heat in the presence of a fuel to start the combustion process. While the paleolithic people did not know how to start a fire, they soon learned to nurture and preserve it. They learned to use this new discovery to keep warm by, to make their food taste better, and to frighten away their enemies in the animal kingdom. Then one day one of them stood too close to his open fire pit and the seat of his dinosaur skin britches began to burn. The basic Fire Prevention principle of separation and distance was thus dramatically demonstrated and Fire Prevention was born.

The uses of fire multiplied progressively through ancient, medieval and modern history, but methods to control its capricious ways were unknown or unheeded until recent time. If it had not been for the non-combustible state of most materials of construction, history would probably record many more holocausts. With the founding of the New World came some genuine concern for fire protection. From the founding of the first colony on Roanoke Island to the landing of the first American on the moon, we have been concerned about Fire Prevention, particularly in New England. Out of this concern has come our Fire and Building Codes, Planning and Zoning Laws, Heating, Ventilation, Plumbing and Electrical regulations. You have a right to ask why our life and property losses have been so great if we have been so concerned. I reply that they would have been many times greater had it not been for that concern. At the turn of the century the percent of national wealth destroyed by fire was 0.3. In 1966 it

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was .07. This better than 200 per cent improvement in 66 years seems to me to be dramatic.

Every municipality should have a Fire Prevention Code. This Code should be properly coordinated with other laws and ordinances of the city, as well as State and Federal laws. Such a Code should be simply worded, realistic in content, fair and equitable in its demands, and legally enforceable. It should contain as much performance criteria and as little specification as possible.

Within the administrative framework of every Fire Department there should be a Fire Prevention section. Certain members of the Department should be developed as specialists to handle matters of Fire Prevention. The size of the staff is dependent upon the needs of the community and the size of the Department. An officer should be appointed and be given complete authority to manage the affairs of the Fire Prevention section. In small Departments this officer is usually the Chief himself. In slightly larger Departments it might be a Captain. In somewhat larger a Battalion or Assistant Chief. In the very large Department the Fire Prevention officer is frequently given the title of Fire Marshal and ranks second only to the Chief himself. In all cases the duties of Fire Prevention, and the people responsible for them, should be a part of the Fire Department and responsible to the Fire Chief. Chapter 9 of NFPA No. 4B, Management of a Fire Department, discusses in detail the functions of a Fire Prevention Bureau.

As long ago as 1934 the American Insurance Association (formerly the National Board of Fire Underwriters) set forth seven cogent points outlining the purposes of Fire Prevention inspections.

“(1) To obtain the correction of conditions covering an undue fire hazard—Persons who work among materials or situations which are hazardous, often become negligent of their own safety, just as long periods without a fire produce overconfidence and an underestimate of the fire danger. The Fire Department being constantly in contact with actual fires, is able to more accurately judge the hazard and can point out the hazardous conditions which need to be corrected, and explain the seriousness of them.

“(2) To make sure that Fire Protection equipment is being properly maintained—Under normal conditions fire extinguishers, standpipes, and other Fire Protection equipment do not get frequent use, and being idle for many months at a time, frequent inspections are necessary in order that they may assuredly be in working order when the need arises. Here again, members of the Fire Department, because of their experimental knowledge of the necessity for proper maintenance for Fire Protection equipment, are able to render a real service to the citizens. Safety to the lives of the occupants of the building may be dependent upon the effectiveness of Fire Protection equipment, and many times such equipment renders the job of fire fighting much less difficult than it would otherwise be. A pail of water will easily put out a small fire, which allowed to burn for five minutes would tax the efforts of the Fire Department.

“(3) To secure proper maintenance of features providing protection against spread of fire, and where possible the adoption of such additional measures of this kind as may be necessary for reasonable protection to life and property — The general public has little appreciation of the great value which structural features such as stair and elevator enclosures, fire doors and fire partitions have in preventing the rapid spread of fire. Members of the Fire Department become familiar with the importance of these

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items through their contact with actual fires, and should take advantage of every opportunity to make their importance clear to owners and occupants.

“(4) To secure proper maintenance of exit facilities for use in case of fire — As the first duty of firemen arriving at a fire is to assist people in their exit from the building, if necessary, exit facilities are of vital concern to the Fire Department as well as to the occupants of the building. An exit which is perfectly satisfactory for ordinary use, may be of little or no value under fire conditions.

“(5) To check up on the compliance with the laws (our job is not law enforcement), ordinance and regulations dealing with the four above-mentioned subjects — In many places some or all of these matters will be under the jurisdiction of the Fire Department, but whether specifically so or not, the inspector should be able to recognize important violations so as to report them to the proper authority.

“(6) To impress upon the owners and occupants of buildings that inasmuch as the Fire Department is being maintained by them at considerable expense for the prevention and control of fires, it is to their advantage that the Fire Department be called immediately in case of fire, and that the advice of the Fire Department be sought in connection with problems of fire prevention or protection. By such educational efforts the inspector can greatly enhance the standing of the Fire Department in the community.

“(7) To provide the members of the Fire Department with a working knowledge of the conditions bearing on the fighting of fires in their territory. Maximum efficiency in the handling of fire fighting facilities requires a detailed knowledge of the building in which a fire is being fought. Knowledge of its fire hazards, its fire protection equipment, its construction features affecting the spread of fire, and its exit facilities, is necessary for the safety of the firemen as well as the efficient handling of the fire to eliminate unnecessary loss of fire and property.”

I will not take your time or bore you with a discussion of all seven, but I do wish to go into point No. 2 in some detail. My fellow Fire Chiefs, you better take it upon yourselves to make sure that the fire protection equipment upon which you depend is properly maintained. To do otherwise may cost you or one of your men his life. This includes sprinkler systems, standpipe systems, CO2 systems, foam systems, dry chemical systems, halogenated hydrocarbon systems or any other fixed fire extinguishing systems. They are put there to help you. Make sure they work.

May I quickly run through a standpipe inspection program that I was involved in that points up the value of fire protection equipment.

#### SLIDE I

This is a picture of the Commercial Exchange Building fire in Los Angeles. The fire started on the 10th floor and spread externally until the top three floors were involved. The first company in, laid two lines into the standpipe manifold, but the men on the fire escape on the 9th floor failed to get any water. After blowing the coupling off one of the lines into the manifold connection, we resorted to other fire fighting procedures. Immediately following this fire in January, 1966, we instituted a fire protection equipment inspection program which included everything from refrigerant diffusers to automatic sprinklers. As you might suspect, we started with standpipes.

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## SLIDE II

This is a check valve which is designed to open into the body of the pipe or into a plenum. This shows it in the normally closed position.

## SLIDE III

This shows it in the open position.

## SLIDE IV

This is a check valve which opens into its own body and does not require the space of a plenum.

## SLIDE V

This shows it open in the normal position.

After a building has been refaced it is often necessary to arrange for the extension of the Fire Department connections to sprinkler systems and standpipes.

## SLIDE VI

This shows what can happen when a nipple and a coupling are used to make this extension.

The valve is shown here in the closed position. It appears to be perfectly normal.

## SLIDE VII

This shows the valve in what would normally be the open position. You will note that the valve moves off its seat and then may effectively reseal on the shoulder of the nipple which has been installed to extend the hardware connection.

## SLIDE VIII

This shows the valve that is so constructed that it does not open into a plenum area. It is not affected by the extension of the hardware.

## SLIDE IX

This shows the same valve in the open position, clearly indicating that the hardware extension does not have any effect on the fire flow.

## SLIDE X

If you have enough pumping capacity to eliminate this hazard, you amaze me in two parts: 1. You are still awake, and 2. You are not as old as I thought.

## SLIDE XI

When we tested some of the interior wet standpipes, we found all kinds of obstructions. This chunk of wood was one of them.

SLIDE XII Did you ever hear of the overalls in Mrs. Murphy's chowder?

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**SLIDE XIII**

Here are some more of those overalls.

**SLIDE XIV**

This is a view of a standpipe where it passes through an attic. Please note the holes that have been corroded through. Do you think you could have obtained a working fire stream on the roof through this pipe?

**SLIDE XV**

Here is a Fire Department connection that could have been either a sprinkler or a standpipe connection. After it was tested with a GO—NOT GO gage as specified by NFPA No. 194, it was found that an American National Standard Thread would not go into this fitting. After it was chased with a standard cutter, this is the cuttings that were produced. Check them in your city. You may be amazed at what you find.

The theme of this talk is "Why Fire Prevention?" Throughout this discussion I have tried to answer that question. In summary let us briefly review some of those answers. In the first place we do Fire Prevention work because it eliminates most of the hazards before they can start a fire. Secondly, we make inspections to usefully employ our time to keep our legislative bodies and other administrators from suggesting unrelated duties which are not only distasteful and inconsistent with the duties of a fireman, but are sometimes downright degrading. Third, we inspect fire fighting equipment that is placed at our disposal to be sure it is in good working order. This might save our skins for us. Fourth, the tax paying public is entitled to the professional advice that a well qualified fire inspector can provide. Fifth, by maintaining a relationship with other professions in the field of fire protection, we are articulate concerning new materials, methods and devices that are continually being developed.

I ask your indulgence while I depart from my main subject to discuss one such new material that has recently swept across the scene like a tropical hurricane. Some of you have asked that I attempt to bring you up to date on "Light Water." I shall try to do so.

**LIGHT WATER**

"Light Water" is a brand name of an aqueous film-forming foam containing certain fluorinated surfactants which were developed and have been marketed in other than fire fighting applications for many years. These fluorinated surfactants together with a foam stabilizer are the principal constituents of light water which is being advanced for aircraft firefighting by the U. S. Naval Research Laboratory and is today procurable under Military Specification MIL - F - 23905B for fresh water usage. A salt water specification is under development.

The 3-M Company applied for and secured the right to use the name "Light Water" as a trade name for their material which is further identified by 3-M as FC-194 (when used with fresh water) and FC-195 (when used with salt water). The light water brand formulation which was originally developed by the Naval Research Laboratories is no longer manufactured. The product FC-194 which meets the aforementioned military specifications is a development of the 3-M Company and its chemical composition has not been made public. FC-195 is also a 3-M development.



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The NFPA refers to the material in the 13th edition of its Fire Protection Handbook as Fluorinated Surfactant Foam (film-forming foam). To avoid the use of the trade name and to open its production to other manufacturers, the material is called "Aqueous Film-Forming Foam" (AFFF for short), in the 1969 Edition of the NFPA Recommended Practices for Aircraft Rescue and Fire Fighting Services at Airports and Heliports. By whatever name it is called, its effectiveness on a burning flammable or combustible liquid depends on the formation of an aqueous foam on the surface of the liquid, and the formation of a surface active film which retards the release of flammable vapors. Some Navy experts have recently cautioned that this surface film does not provide positive protection against reflash. Firefighting personnel should not enter a burning fuel spill area unless the entire spill which is not burning, is completely covered with a foam product.

The current Military Specification dated 25th April, 1967 calls for the AFFF concentrate to be used in a 6 per cent solution with water, in much the same way as standard protein foam liquid concentrates and the newer fluoroprotein foam liquid concentrates may be used.

The Naval Research Laboratory began work as early as 1960 on the development of "Light Water," originally so named by the men at the Laboratory since it was descriptive of its ability to float on the surface of other than water miscible flammable and combustible liquids. They progressively tested the agent in the laboratory and then went to field tests culminating the 1967 full scale fire tests conducted at the Miramar Naval Air Station under the sponsorship of the Naval Air Systems Command, and then at the Jacksonville Naval Air Station in 1968 under the sponsorship of the Naval Ship Systems Command.

The original patent for "Light Water" was issued to Tuve and Jablonski as co-inventors, and Dr. Richard L. Tuve has been enthusiastic in his support of this agent, and with his compatriots has developed the utilization of the agent by the United States Navy.

Originally the NRL proposed that it be used only in a combined-agent application with potassium bicarbonate base dry chemical through twinned nozzles discharging both agents. The original designs also included dichlorodifluoro-methane as a foaming agent, and the concentrate was used in a 25 per cent concentration. Subsequently they changed the concentrate formulation and are now recommending its use as an alternate to protein foams to be used as a primary agent.

In most aircraft fire control uses, dry chemical is used as a supplementary extinguishant. The initial large scale Navy tests involved pooled aviation fuels up to 9,000 sq. ft. in area, and the findings generally reflected a superiority of 1.5 to 3 for "Light Water" compared with protein type foams under test conditions. In further tests involving 7,500 gallons of JP-5 fuel and a surface area in excess of 25,000 sq. ft. in area, the Navy claims to have **controlled** the fire after a 1.5 minute preburn time in 12 seconds; total extinguishment was accomplished in 3 minutes and 45 seconds. Five turret nozzles and supporting hand lines were used to apply 66 gallons of "Light Water" concentrate in a 6 per cent solution in this demonstration and test.

Navy proponents of "Light Water" have stated generally that it is their opinion that it has approximately a 3 to 1 advantage over conventional type protein foam materials in fire extinguishing capacity.

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The Los Angeles Fire Department also conducted a series of tests and their report states flatly that the maximum effectiveness of "Light Water" over conventional type protein foam-producing materials is more than 3 to 1. However, it should be noted that "Light Water" has not been tested, listed, approved or otherwise recognized by any of the nationally recognized fire testing laboratories.

Several large scale demonstrations have been conducted in the United Kingdom as early as 1967. They were based on simulated crash fires of some 5,000 sq. ft. in area. Other smaller but equally impressive tests have been conducted at Kingsford Smith Airport in Sydney, Australia during November of 1967. Comparative tests using protein foam were also made in the Sydney demonstrations, and the conclusions reached by the Australians were as follows:

1. "Light Water" foam showed a superiority in fire fighting effectiveness in the range of 150 to 400 per cent by comparison with standard protein foam used in similar equipment and on similar fires.

2. "Light Water" foam has marked vapor suppression characteristics, and demonstrates a pronounced lessening of the re-ignition problem on aviation gas and similar fuels where its surface water-film securing properties are of maximum importance.

3. "Light Water" foam is highly compatible for Purple K dry chemical.

4. "Light Water" foam can be generated and used through existing equipment, subject to appropriate adjustment of the proportioning ratio.

Mr. F. W. Fittes and Mr. P. Nash of the Fire Research Station, United Kingdom, have conducted several comparative type experiments using "Light Water" and the conventional type foam-making materials. A detailed report of this work would be too time-consuming to report here. Their paper does draw three important conclusions. In the small scale experiments using fires of 3 sq. ft. in area and various types of fuel, they state that with "Light Water" the effect of changes in foam drainage were found to have negligible effect on fire control times. In the larger scale fire tests using fires of 50 sq. ft. in area and various types of fuels, these gentlemen concluded that there are indications that more rapid control of larger fires may be achieved with a faster draining "Light Water" foam.

One further conclusion drawn from these tests is that in experiments in which foam application to the fire were stopped before extinction occurred and the fire allowed to regain its maximum intensity, showed that the heat resistance durability of the "Light Water" foam was less than protein foam. "Light Water" foam could, however, reseal a limited area of fuel surface more effectively than protein foam.

In a paper delivered in 1969, Mr. Nash states that the burn-back resistance of "Light Water" is only about one-third that of ordinary protein foam.

To the best of my knowledge, the United States Navy is the only governmental organization in this country which is stocking "Light Water" for general use on flammable liquid fires. There are still widely diversified opinions among experts on this subject. The NFPA Sectional Committee on Aircraft Rescue and Fire Fighting, which has a membership reflecting the diverse viewpoints, this year recommended to the NFPA Annual Meeting, recognition of fresh water type "Light Water" (called aqueous

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film-forming foam in its Recommended Practice No. 403) on an equal basis with protein foam liquid concentrate and fluoroprotein foam concentrates. Even with this recommendation, certain imponderables such as temperature range, effect of water purity, resistance to wind and thermal disruption still exist. Their recommendation was approved by the NFPA as a body last month.

In this specialized field it is pre-planned to use, as necessary, the combined agent attack with foam, and dry chemical with an alternate to low pressure carbon dioxide.

The NFPA Committee on Foam, has not yet undertaken to recognize "Light Water" as an acceptable foam producing and fire extinguishing material. It should be noted, however, that a sub-committee has been set up and is now working on the preparation of a draft of a new chapter to be inserted in NFPA No. 11. This chapter will contain recommendations concerning the uses of the aqueous film-forming foams.

Some of the long-established companies in the field of foam, have, as I indicated earlier in this discussion, produced fluoroprotein foam liquid concentrates which they feel will be equal or superior to "Light Water."

In essence we are in a period of technological development in this field, which promises to be exciting and aid the cause we all seek to serve—better ways to control and extinguish fire.

This has been an attempt on my part to pass on to you all the current information on the subject of "Light Water" which Chief Brennan specifically requested. I have researched the literature available to me, and have tried to summarize the available data in an impartial manner. The statements made should not be considered as the official position of the National Fire Protection Association, nor do they necessarily reflect my own personal opinion.

Thank you. (Applause)

MODERATOR GIBERTI: I know from my standpoint, here, as a Moderator and, I believe I will get the same from the audience here that I speak for them, too, in extending my thanks to the three speakers for the tremendous job they did here this afternoon, for they have imparted much information to us. Personally, I will thank you gentlemen in behalf of the Association and the body here. We are ready to have a question period, if there are any questions at this time.

If there are no questions, we will have our attendance prize drawn at this time.

(The attendance prize was drawn, being won by John Quinn of Nahant, with Ticket No. 949,558.)

MODERATOR GIBERTI: This Session is now adjourned.

(The Tuesday Afternoon Session was adjourned at 4:45 o'clock, June 24, 1969.)

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**WEDNESDAY MORNING SESSION — JUNE 25, 1969**

The Wednesday Morning Session convened in the Ballroom of The Wentworth-By-The-Sea on June 25, 1969, with Program Chairman, Chief James Brennan of Salem, Massachusetts opening the session.

**CHAIRMAN BRENNAN:** Good Morning, Gentlemen. It gives me a great deal of pleasure to welcome you to this session of our program. To enjoy and get the fullest degree of satisfaction and help from this closed circuit television program, I would ask those present in the back of the ballroom to come up front, because you will not be able to see the television too well at all.

This morning, we have a very interesting program, to be moderated by a close and dedicated friend of mine, the capable Chief from Haverhill, Massachusetts, Chief Lewis C. Burton. (Applause)

**MODERATOR LEWIS C. BURTON:** Good Morning. I am always a little apprehensive of Jim's introductions. He has quite a vocabulary and at times he uses words that I don't know, until I get home and look them up, for I don't know whether I have been insulted or congratulated!

As Jim has said, we have a very interesting program this morning, and one that is timely.

Our first subject is one that has to do with our environmental problems. Last evening, looking at the *GLOBE*, the headline was, "Man's Industry Perils Our Lives." It was a UN report. "Man, through science and industry, is poisoning his own environment. If current trends continue uncontrolled, all life on earth would be endangered."

Then, we find that today, we have Arthur Brownell, here today, and he is going to talk about our environmental problems. He is the Commissioner of Natural Resources in the Commonwealth of Massachusetts, and he is a graduate of the University of Maine, where he was graduated in the Science of Forestry. He has been employed by the Department for the last ten years, before becoming the Commissioner of the Department. Previous to that, he was in the Department of Conservation. Before working for the Department, he was employed by the United States Forestry Service.

He is going to talk to us this morning on the subject of "Forest Fire, Destroyer of Our Environment." Commissioner Brownell! (Applause)

**FOREST FIRE, DESTROYER OF OUR ENVIRONMENT**

**Arthur Brownell, Commissioner**

**Massachusetts Department of Natural Resources**

Thank you very much, Chief Burton. Members of the New England Association of Fire Chiefs, Guests and Friends. It certainly is a privilege for me to come here this morning from the State down below, and meet many of you whom I know, and to talk more or less about the problems of our environment, but in particular, the Forest Fire and how it is a destroyer of our environment.

While we were talking here a moment ago, it was being said that sometimes it was advantageous and sometimes it was disadvantageous to speak the first thing in the morning. I know that at Conferences I have been to a lot depends upon the people and what they did the night before. I understand that you had a very good time last night. And so the Chief with whom I was talking said to me:

"Well, why don't you make your speech like a mini-skirt, long enough to cover the subject, but short enough to make it interesting." (Laughter)

So that I hope, in a sense, I can do that!

I think we all realize that our environment is one of the most important things that we must be concerned with, not just from the forest fire standpoint, but from all fires, whether it be the small backyard fire or the small brush fire.

That these fires are the destroyer of our environment, that they do create problems in our world that we live in, are questions that we should consider.

What I would like to talk about this morning is the prevention of these fires; not just the large ones, but the small ones, as we all know, which can bring the larger ones of tomorrow.

Our world is a complicated world, made up of intricate relationships between man, water, soil and related resources. But, from time immemorial, man has destroyed the world he has lived in, particularly in relation to fire, and forest fires.

We read in history that the early pilgrims, when they landed in Massachusetts, when they saw what they had for their home facilities, just set fire to the woodland and let it burn for weeks and weeks and sometimes months, and these fires went uncontrolled and unchecked. This went on for years and years, until the Colonies themselves really decided that this was not really the thing to do.

An ordinance was passed by the Colonial Congress that more or less checked this setting of fires, but they more or less let them go on.

Even as we look back in history, even from this time on, the problems of lighting fires both in New England and throughout the west, we see the vast acreages destroyed and the destruction of what these fires did, and the outcome of these fires.

We see that there was little regard for the soil and the water and man, himself. But what, really, do these fires destroy? They don't just destroy the land and the timber or the trees; they destroy and possibly scar forever that area or section that the fire occurred in.

Let us look at some of these areas and problems. We have a forest that is destroyed by fire. In turn, this forest, or the land around it, may support a reservoir or a pond. The fire denudes the soil of its fauna and flora, and the rains come. As you all know, with no retardation, as far as the top soil that has been destroyed is concerned, this water just goes right into the reservoir; it silts the reservoir and it may be used for a water supply, and silting and the pollution that may be caused has an effect on the human consumption of the water. It creates a faster run-off. When the rains come into the reservoir itself, this could possibly cause flooding, whether it be in that reservoir or an outlet downstream.

We realize that the flooding could cause the loss of human life or loss of crop land, or other forest land, or destruction of homes downstream from this particular area. It also destroys the water, and the possibility of the fish in the water, as well as the possibility of using it for swimming or for boating.

So that we can see directly, on the part of the environment, what can and what does happen, particularly when we look at some of the fires that have been involved some years ago.

As a summer employee in the Department of Natural Resources, in the Plymouth Fire, at Plymouth, Massachusetts, and then while I was at the University of Maine, I was involved in one fire in Kennebunk and, of course, we just have to look back into the late 40's to see what the forest fires at Bar Harbor did, and that it changed the total picture and the total environment in all of the Bar Harbor area.

Going beyond the water itself, of course, particularly when a fire is unchecked and uncontrolled, we have the problem of air pollution and I think we realize it is something in a sense that we can't do anything about. Do we really know what happens, because of the fire and the air pollution caused by the fire? We know there is an immediate effect, because of the smoke in the air and the thermal pollution in the air itself. How long lasting is this? This is a science that is just getting to be studied and known, and I think we have seen, as far as the President is concerned, in his great interest in this air pollution, we will have something, and also our Governor of Massachusetts has filed legislation relative to the establishment of air pollution districts throughout the Commonwealth of Massachusetts.

I might say this fire-related air pollution is most unknown, because in effect it is something like a smoke stack, but in greater quantity in the particular area that it has happened, but as it spreads out into the surrounding community or communities, we know there are certain effects of this air pollution on crop land and on human beings, but we are not sure really of the total answer and as to what effect it has on human life.

Of course, forest fires destroy the wild life, whether it be the fish or not, and of course, also the game that is found in the area. Sometimes, it depletes the stock, whether it be the deer, quail, pheasants, rabbits, to such a low population that they may never come back. The only answer from then on is through stocking programs of the various wild life agencies.

The potential of the area where the fire does occur could possibly be destroyed for all times, for homes, or for water shed protection, or outdoor recreation, maybe not for all time, but when we talk about ten or fifteen or twenty years from now, depending upon the damage of the fire, and in a sense this is destroying that land and destroying it so that a useful purpose possibly could not be put to it for a number of years.

Of course, I think that we all realize that first, it can be destroyed, whether it be a forest fire, a house fire or any fire; it can destroy very easily human life.

What should we do about this? What can be done?

Through education and prevention programs, I think that we can more or less stop the indiscriminate starting of these forces, first. But, I think that we must do a lot more than we have ever done in the past. We should not just talk about forest

fires, but we should talk about the prevention of the fire and the protection of our environment.

Really, if we do have a fire, we are destroying the environment in which we live. Smokey Bear has done a tremendous job in bringing the public awareness about in the matter of forest fires. However, this is just one segment and just one part of it. I think we must make every one realize what part they play in the total world of the total environment. By careless use of matches or smokes or fires that they have in their back yards, it goes beyond just destroying that little area, possibly by letting it go with burning down a few acres right around there. It is a lot more than just that particular area in their city or town; it affects the total city or town population and the ecology of the area.

We are dealing with people, particularly in the suburbs, who have come out from the city, really not knowing what fire can do. We have all seen the mass exodus from our cities to the suburbs. I think if we live in a town in New England, we all realize what has happened over the years, where the person who owned a small lot in the city is now out in the country with two or three acres or even an acre, with trees all around which he didn't have before, and in the city he may have had trash collection every week, but in the suburbs he may not have that service. He may have an incinerator in the back yard. Not knowing what may happen from the indiscriminate use of the incinerator, he piles in his trash and the branches of a few of his trees, and when he feels like it he goes out there and puts a match to it, and then he goes back into the house to do his daily chores.

Then, of course, as we realize in many cases, this gets away from him, and that is where the problem comes in. This is where the education process must come in, and whether it is through our school system or environmental education, we must try to bring forth to the people of the cities and the suburbs just what this environmental control is.

What do we mean by the ecology of the area? What do we mean by the rabbits, the deer or the trees, and what part do they play in the total environment in which we live?

We destroy part of our environment and we destroy part of man. We destroy through fire, the waters of the land, and we destroy part of man. Our environment is a state of harmony between man and the land. By "land" is meant all of the things on, over and in the earth. Harmony with land is like harmony with a friend; you cannot cherish his right hand and cut off his left hand. One hand is one organism. Its parts, like our parts, compete with each other and cooperate with each other. There is an unwritten compact between the dead, the living and the unborn which requires that we leave the unborn something more than the debts and a depleted environment.

Gentlemen, our clocks are ticking, and they are ticking too fast, to a point where we can just say: "The heck with it; let somebody else do it."

However, Gentlemen, we have to do it, and we have to do it now.

Thank you very much! (Applause)

MODERATOR BURTON: Thank you, Commissioner. I probably told you that we do entertain questions from the floor. Are there any questions that you wish to ask the Commissioner?

FIRE CHIEF GUS THEODORE, Palmer, Massachusetts: Commissioner, we are talking, now, about forest fire prevention, and we are just talking about it in this State. I want to tell you what is on my mind. All these changes are going on through my town. And there are more forest fires in my town, and they have cost a lot of money. They have caused three-car pile-ups on Route 20, because the place is loaded with smoke.

After the last meeting up in Brookfield, then three days later, one train coming from West Warren, a Penn Central train, started forty fires, all the way from West Warren, through Palmer, Munson and a twelve-mile stretch. We used up our equipment. Other towns helped us out, and we found more and more fires. And the thing that gets me is that the train is in the same area, the same spot.

There has been quite a loss of acreage, due to these trains. Of course the State Department of Public Utilities is going to give these trains a little better check. But, if somebody doesn't do something, I'm going to pull up the tracks.

COMMISSIONER BROWNELL: I agree with you, particularly in Massachusetts in your area and in Russell, Beckett and Palmer, the fires caused by the trains in that area have been very damaging.

In the State of Massachusetts, right now, we do have a new Commissioner of Public Utilities, who is very much interested in the whole program. I had the opportunity to talk with him last week about this problem relative to the fires being started by trains, and he is going to sit down with us, and this probably will be the first time that this has been done, really, to try to work out a program of enforcement on the rules and regulations that we have relative to trains starting fires.

I think that particularly in one area that I know very well, every year in the spring and fall we are up in this one mountain fighting the same fire, and it starts every year during the fall by the train going up there, and off it goes, and everybody is in there for two or three days.

I agree that something has to be done. When we look at the whole picture, we know that the railroads are certainly under stress and strain, shall we say, but I think that they do have a responsibility that should not be shirked by them onto the towns or the State.

If it gets to a point where nothing can be done, I may be out there to help you pull the tracks up.

MR. O'KEEFE: That is on tape, too, Commissioner!

MODERATOR BURTON: Are there any other questions you wish to ask the Commissioner?

FROM THE FLOOR: I would like to ask the Commissioner if we can get the State to accept and approve, that we would have the answer to a lot of our brush fires. I would say that 85 per cent of all the fires that I get in Worcester are absolutely caused from the so-called incinerator. I don't think it is fair to John Q. Public to have him go into a hardware store and buy a wire basket and jab some holes in it or use any number of contraptions called incinerators. It isn't fair to the people, but they don't know the ramifications of it.

The Commissioner has said that a majority of the people are moving out of the city and they are going into the country or the suburbs. When the people come out there, they don't know what an incinerator is. They go in and by an incinerator, and that's that.

I think that in time, somebody in the State should draw up specifications for an approved incinerator, for I think it would be the answer to a lot of these open fires.

COMMISSIONER BROWNELL: I agree with you, Chief.

CHIEF GROTE of Chester, Connecticut: I have a couple of things that I would like to bring up, here. We have a Senator from Connecticut who took the first step on air pollution. It was said to me:

"Why don't you send that boy back to Israel, because he is never going to accomplish what he is trying to do?"

But Abe Ribicoff is doing a good job. Now, you talk about the fires and the railroads. What are you doing about good-sized towns that are letting the dumps burn? This should come from Federal quarters.

And, what are you doing about our big highways?

I, personally, took a check from Boston to New York on your thruways, and believe me, Brother, you should never get too much of a whiff out of the big exhausts of these big trailer trucks that are shooting the daily air up. What control have we got over them? No one is helping, and we know that. Everybody says: "Let the other fellow do it; let George do it."

Every one should get into the picture. Do you agree, Commissioner?

COMMISSIONER BROWNELL: I do. The Federal Government has started a step towards pollution of cars and trucks. We will have an anti-smoking device on all of our 1969 models, and actually in 1971 we will have a more complicated structure, as far as cutting down the pollution is concerned. A great many experiments are being done now with the electric cars, going almost all the way back to the old Stanley Steamer, and this is eventually what we are going to come to, in order to really cut down the pollution of carbon monoxide. This is the greatest source of pollution we have, the common cars and the trucks.

I do not agree with you that the Federal Government has to do something. I think it is the State's responsibility to do a lot of this work and not pass the buck again to the Federal Government. I think that the State should take action on many of these things, whether the Federal Government does it or not.

Here, again, whether it be a local or State or Federal problem, it should be done. I think that in Massachusetts, in the matter of our dumps, the Department of Public Health has taken stand and it is forcing the towns to go into sanitary dumps. Here again, this is State action, and they are not passing the buck, and I think this is what we should be concerned with, and not just wait for the hand of the Federal Government, sometimes, to say what we should do.

CHIEF GROTE of Chester, Connecticut: Don't misunderstand me. I believe in Home Rule. Right now, we have a big problem because our Supreme Court has not taken the necessary step. That is the reason I am referring to the Federal Government, because some of the states will say: "All right, if Connecticut wants to do it, but California may pass it up." And so I say that if we have to go higher, let's go higher.

MODERATOR BURTON: I would like to confer with the Commissioner. In Massachusetts we get a great deal of help from the State. In our case we had to change from an open dump to a land-fill program because of the smoke problem. It may be that Connecticut has something to learn from the great State of Massachusetts!

Thank you very much, Mr. Commissioner. It was our pleasure to have you here this morning. (Applause)

We are going to have our attendance prize drawing at this time, and I am going to ask Joe Cremo to bring the ticket box down here and the Commissioner will draw the lucky number.

(The drawing was then made, and Chief Haywood Sweet of Attleboro was the recipient of the prize drawing.)

MODERATOR BURTON: We will go to our next topic, now. We have two gentlemen seated here at the table, one of whom is a relatively newcomer to New England and the other, I am sure you have all seen him over past years under many hats.

Chief John T. Doherty of Amherst, Massachusetts, is the newcomer to New England. He came to us from the Fire Service in Newark, New Jersey. We all know that Amherst is a college community, and I imagine the Chief probably has some problems that are due to the college situation. The other gentleman is one of long standing in New England, and I know that I have met him under many hats. Mr. O'Keefe has worked in the New England Rating Association and the National Board, which is now the AIA, and he has always been helpful to any Chief in any Department who wanted to improve his situation under the rating programs. Joe then moved into Education and worked as a former Associate Professor in Fire Science at Beverly Junior College. Not being satisfied to run one college, Joe assumed the responsibility of running the Higher Education Program in the entire State of Massachusetts, and this is the responsibility he now holds.

You can see all of this equipment here, and these gentlemen are going to show you the uses of television in today's Fire Service. The formal title of their talks is "Fire Service Use of Closed Circuit Television."

I shall now turn this program over to Joseph A. O'Keefe, Fire Science Technical Department, Massachusetts Department of Education. (Applause)



**FIRE SERVICE USE OF CLOSED CIRCUIT TELEVISION****Joseph A. O'Keefe****Fire Science Technical Department****Massachusetts Department of Education**

Thank you, Chief Burton. Dr. William Dwyer and the Massachusetts Board of Community Colleges, for whom I work, wishes me to thank the New England Association of Fire Chiefs and the Program Committee Chairman, Chief James Brennan, for giving me this opportunity to produce what we are doing in our State of Massachusetts.

First, I want to show you what we are doing, and then I think Chief Doherty is going to take over after I leave off, and his program. Mine is more in line with what the colleges will be doing, and Chief Doherty will give you the effect on the local Fire Department.

Many new innovations have been introduced into the Fire Service Training and Education field of late, such as the fire pump simulator, dynamic situation simulator by Scott, overhead transparencies and closed circuit television, commonly called CCTV, or videotape. Of all the "new ideas" the use of videotape and closed circuit television has opened up new dimensions for the already existing instruction and administrative approaches and techniques. Videotape offers new capabilities never before available to the Fire Service.

Most of us are familiar with tape from our home recorders. In 1957, a tape was developed that could put sight and sound on tape somewhat larger than that familiar to us. In fact, some videotape used for television broadcasting today has the same clarity as "live" broadcasts. Like your home recorder, the tape can be erased and used over and over again.

This morning, I want to make you aware of what we are doing with videotape in Massachusetts and the possibilities that exist for you Fire Chiefs to develop similar programs.

Most Massachusetts Community Colleges, as well as primary and secondary schools have complete closed circuit television systems. It is also not unusual for most public and private schools in a community to be tied together by a television coaxial cable. Going one step further, the ultimate capabilities of Community Antenna Television, or CATV cable system for training and public relations for the Fire Service have yet to be determined or explored.

In our colleges, we use the CCTV to:

1. Videotape important guest speakers for later re-play to others, such as Fire Officers Conference, fire training officers and other groups.
2. Micro-teaching for faculty self-analysis.
3. Video-taping of on-the-air broadcasts for showing at a more convenient time.
4. Video-taping of movies and slide presentations.

5. Video-taping of on-going occurrences such as fires, airplane incidents, etc., for use in class.

6. Video-taping of exhibits and demonstrations of new fire suppression techniques and equipment.

We have found that our experiments with the use of video-tape have been most encouraging. Last fall, for a Fire Communications Institute at North Shore Community College in Beverly, we produced with the kind cooperation of Chelsea Fire Chief, Herbert Fothergill, a thirty-minute video-tape on the receipt and dispatching of alarms. The Medford Chief, Leo McCabe and the Beverly Chief, Dean Palmer, also allowed us to tape procedures in their communities. To our knowledge, this was the first time closed circuit television was used for this purpose.

Recognizing that it was difficult to illustrate the proper method of testing Fire Department aerial ladders, we developed, with the cooperation of Haverhill Fire Chief, Lewis Burton, a twenty-minute tape on testing aerial ladders in accordance with NFPA Standard No. 193.

During the past spring semester, our Fire Service Labor Relations Course at one of our colleges watched an hour-long program on Collective Bargaining for the Municipal Employee on Boston's Channel 2 (National Educational Television). We video-taped this on-the-air broadcast for subsequent re-play to our next class.

As our programs develop, we expect to develop tapes on the problems of high-rise buildings, surveying and pre-fire planning, fire tactics and strategy and many more.

As a class project, the students in our Fire Prevention Class at Quinsigamond Community College, Worcester, surveyed and made a report of conditions in a downtown wallpaper warehouse. To bring out to them hazards or dangerous conditions they may have overlooked, we produced a twenty-minute video-tape on Fire Prevention.

How do we get around with all the television equipment that might be needed to take the scenes I have described?

Through the genius of some individual, a portable SCTV video-tape camera and recorder was developed. The recorder has the capability of recording up to twenty numbers of tape and is run on batteries. All sights and sounds appear on the produced tape. The cost is about \$1,100.00.

How can the local Department use or buy this equipment?

The purchase of a complete CCTV unit such as a camera, recorder and television and tapes becomes a costly item. Chief John Doherty of Amherst has the same equipment we use, and in his talk he will explain how he did it. If the resources are not available to purchase a unit, contact the Audio-Visual Aid Director at your local high school or college. If you haven't as yet appointed a man to be public or community relations coordinator for your Department, do so immediately.

I foresee the possibility of exchanging video-tapes among municipal fire departments and colleges. The City of Chicago Fire Department recently put in service a large communications van, completely equipped with CCTV equipment.

A library could be set up, possibly with federal funds to distribute the tapes.

With the advent of Community Antenna Television systems in the larger communities in New England, separate municipal channels and studio facilities will be provided. Imagine the possibilities of the Fire Department having access to this channel for one hour a day to get their message on Fire Prevention, the Fire Record and other facts on the state of the art, in their community!

It is my belief that the Fire Service is in for rough months and years ahead as far as money goes. To project its image, the Fire Service has got to get out of the Fire Stations and into the mainstream of the community. The blue minority, as the law enforcement people commonly refer to themselves, use every technique to project these images. For the past six months, practically every educational television station in New England has been broadcasting a weekly program on law enforcement and criminal justice founded by the Federal Government.

When the broadcasts were live, the studios would honor collect calls to the commentators from the viewing audience on questions dealing with the program.

Gentlemen, we have a long way to go. Let us move, while we still have time and the resources.

Chief Grote from Chester, Connecticut, summed up the mood today when he said many people are saying: "Let George do it."

President John F. Kennedy had a favorite quotation that I like:

"One man can make a difference. Every one should try."

Thank you! (Applause)

(The films on Chelsea and Haverhill were then shown.)

CHIEF JOHN F. DOHERTY of Amherst, Massachusetts: Mr. Moderator and Fellow Chiefs. From the remarks given in the introduction before Mr. O'Keefe spoke, I want to clarify one thing. I don't feel that much of a newcomer to New England any longer. I have been in Amherst for three years, and when I first came there, I thought I was going to AmHerst; that's the way I used to pronounce it, and it was repeatedly told to me that perhaps it was my New Jersey accent; however, gradually I learned to say it as the natives do in Western Massachusetts.

To the best of my knowledge, Amherst is the first Fire Department that owns and uses video-tape equipment in New England. There are only a few Fire Departments in the United States using video-tape equipment, and I think this is a shame. I can say this, now. Last fall, I couldn't have said it, because I didn't know a blessed thing about video-tape, but since that time I have learned a great deal. I do not think there is a high school system in New York that doesn't have it and isn't using it presently, or has it on order, anticipating the use of it. In all of our more enlightened educational communities, these video-tape recorders and cameras are being used by eight-graders, seventh-graders, and sixth-graders in grammar school.

I know that the emphasis in our Society is on education, and we know that is where the money is going. We know we are competing with many governmental functions for money, but I don't think that all of it is the fault of the government being too short on money to supply us with these pieces of equipment.

I suggest this: If schools find the absolute necessity of using equipment like this to teach children, the billion dollar business of Fire Departments certainly should find it effective.

Let me begin to talk about the equipment, by first telling you that I know nothing of electronics. I can't tune my own television set at home too well. I don't know anything about radio. I don't know a vacuum tube from a transistor. However, this equipment, I can handle perfectly well. I can take any Chief in this audience and make him completely competent in running, using and making tapes, within a half an hour; it is that simple. The equipment nearly runs itself. I like to stress that because in our experience in trying to sell our Finance Committee and our Selectmen, my Town Manager and our Town Meeting, we find that when one looks at this equipment, it is a very intricate piece of equipment, with all of these cables going around, and we are all conditioned by our background of watching movie makers, where they have to have five people around them to fix the lights and microphones all over the place and it takes ten technicians before you can even powder your nose; but, that is not so with this equipment. Anything you can see, you can photograph, and in daylight or artificial light, we will get perfect pictures in this room. You don't have to be a photographer. I know nothing about photography, either; I have never studied photography or electronics. You don't have to, with this equipment. It is fantastically simple. It is also remarkably durable, remarkably free of fault in terms of maintenance. It is not delicate.

We became familiar with it by asking the University of Massachusetts for some help in orientation of this equipment. This is the complete unit. This is a recorder and a camera; it is battery operated and it is portable. It is listed at \$1,250.00. That sounds like a pretty nice piece of change, I know.

When we went to the University, at that time they had twenty-five of these, and the students would come in and check one out, and I would give them three minutes of instruction, and he would bring it back the next day. So they want this equipment to be in use by the kids who go to school there. Part of using it is that it is durable; it is tough; it is reliable, and it gets one over the awe that a normal novice like myself has when looking at a piece of intricate machinery. When you see the kids sling this over their shoulders and trot down to the Student Union with it, it is something. I don't know what they take pictures of, frankly.

I have never seen a blue tape. These are brown. I have never seen one turn blue. The students use this in their studies.

What do we use it for? Mr. O'Keefe has described various contemplated uses for it.

When Chief Brennan approached me to speak here today, I thought I would know a great deal more of what we would be using it for, but we didn't actually get our equipment delivered to us until two weeks ago, and the Amherst Fire Department had the equipment only once during the last two weeks. The salesman promised the world, but the deliveries are slow; so we did wait some seven weeks to get delivery. We

haven't had that much time to use it, and I cannot speak from a great store or fund of experience in saying what we have learned.

One use of it that I can tell you about is this. This equipment was delivered on a Friday. The following Monday, there was a group at the Harvard Medical School, and I am sure that many of you were aware that last week the American College of Orthopedic Surgeons put on a four-day Seminar on "The Emergency Care and Transportation of the Injured." I attended this course two years ago, and my own personal opinion was that it was probably the best first-aid course in the country.

So, with two days' notice, I called Dr. MacAusland, who was the Chairman of this Seminar, and I got his permission to send our video-tape equipment there, and we video-taped some eighteen hours of tape. We did this without ever seeing the lecture hall before, without even having to get in the day before in order to see where we could plug in wires or anything else, and you would be amazed at the quality of the tape. It is studio-quality; the voices are perfect and completely audible, and the pictures are perfect and the slides that some of the doctors used came out perfectly. We taped the presentation in this semi-darkened hall, and we still got excellent pictures.

There was a registration fee of \$50.00, and the two men I sent down there stayed there for four days. I paid the hotel bill and traveling expenses and their meals; they were missing from work in Amherst for a couple of days and nights. So for several hundred dollars expended per man for me to send these men down to the excellent Seminar, they brought the Seminar back to me, and I can put it on at midnight, noon-time or any time I wish. I can have some of the foremost authorities in the country lecture my men on Poisoning, and believe me, the lectures on Poisoning and other subjects are quite a bit different than what you and I learned in First-aid ten years ago. These are the best and the most authoritative people in their fields.

So that just for the sake of going down and taping it, I think we have brought back a tremendous bargain and a good fund of knowledge that we can use in the Library Science.

This also opened our eyes quite a bit to the Connecticut State Police because they had some men down there, and their training officer approached my man and said:

"We want a copy of everything you have."

The Connecticut State Police use CCTV, and the Bridgeport Police do, too.

And my man said: "You want a copy of everything we have? We have \$400.00 to \$500.00 worth of tape right there."

And his answer was:

"It doesn't matter; we want a copy of everything you have."

As a matter of fact, we were approached by four or five different groups to duplicate our tapes, and we can do this. We can duplicate the tape perfectly by linking these two machines together, and we can run off as many tapes as we wish.

If you are interested in Joe O'Keefe's Chelsea tape, he can duplicate it and send it along to you.

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And so I think that there is a remarkable number of applications of the use of this tape. The one that the Amherst Fire Department is going to put great emphasis on, and try to see what we can do in the Fire Service with this, is what was referred to as Micro-teaching. Now that Joe has moved into the educational world, he has learned this excellent technique, that everything has to have a name and a slogan. And Micro-teaching is an educational slogan, a key word. What does it mean? We ran into it at the University of Massachusetts School of Education, where they have all of this video-tape equipment. The Dean of the School of Education is Dwight Allen, a very innovative gentleman from California, who has been at the University of Massachusetts for two years, and Dean Allen has filled us in a little bit on the Micro-teaching. It is really very simple.

Right on this camera here, right now, you can stop watching me and start watching yourself.

How many of you make home movies? There are many people who make home movies, and it is fascinating to do that with your families with your movie camera. And, you know what happens, if you show them to your friends? You put them to sleep. But, you can sit and watch yourself all day, but not out of any sense of narcissism.

Well, it is my feeling that this is the best mirror in the world, with the video-tape and the video-camera, and you very definitely begin to interact with yourself, and it is a tremendously powerful thing. You never get to watch yourself very much. You always watch yourself by your reflection on other people. As I speak to you, I try to feel what is coming back to me. But, I can speak for myself by putting myself on tape; then I can watch myself speak, and then, as many of us do, if I have unconscious habits of scratching my ear or hiking up my pants, I am appalled; I see it right away, and I don't do that any more. I have just taught myself something.

In its simplest form, it is Micro-teaching, the essence of it being that you are interacting directly with this system and in a very real sense, with yourself.

Micro-teaching is the general name given to a method of teaching which utilizes portable video-tape recording equipment to achieve some civic, instructional objectives.

Micro-teaching and the Micro-teaching process involves four major characteristics:

1. The presentation of material.
2. The interaction between the learner and the system.
3. The self-evaluation of the learner, using directly fed back and the system interaction.
4. The formal evaluation.

That is the complete system and what it means is this. Let us take a complete novice in the Fire Service; we start them off and tell them how to make a hydrant. This is what you do when you pull up, and you are ordered to make the hydrant. You can tell them exactly what to do, or you can use a program tape demonstrating just how this is done. He watches this a few times. Then he says:

"All right; I can do it."

Then, he goes and does it. And he is taped. And, he can see the tape of himself, when he comes back, because he can just turn on the tape recorder, and see it over and over again, if he wants to do so. Perhaps he made a mistake, and perhaps he made a glaring mistake. He is his own worst critic.

Now, I suggest this to you. Here is the power of it. If he made a mistake and you were the instructor, and you said to him, "No, Eddie; do it again," he might be saying to himself, "Well, I guess I can never please that guy." You are interacting with him. You are a different personality and other things come into the picture. But, when he sees his own mistake, he sees this with undiluted force, and he really teaches himself a lot faster and a lot easier and a lot better.

If you have a more complex thing that you are teaching, when he feels he masters this, he tapes himself and he says: "All right, now. I've done that perfectly. I've applied a Thomas splint in the dark, blind-folded, and I've watched myself do it on the tape, and I'm satisfied."

He can come back to an instructor after that and say that he has done it, and here is the tape, and the instructor can sit down with him for the formal evaluation and say: "That's fine, beautiful, very good."

I am talking about a small town, of course, and a small Department. I think the same thing can occur in cities and the larger Departments. I think that if a Chief has ten, twelve or fifteen stations, and one of these cameras is in each station and the Captain is supposed to be drilling on a particular day, you don't have to turn in the report saying that you did it any longer; you just send along your tape. How well do you men do this or that? You will be instructed to take your camera along and send the tape in to the Training Department.

I would like to come back to the simplicity of this whole matter; it is so simple that it is hard to grasp. Would you pass this tape around, just to see what the tape is like. Now, you may ask:

"How did we know that Amherst, at one of our Town Meetings, would go along with the purchase of this equipment, which cost \$4,500.00."

We bought two cameras, two portable recorders, both battery operated, this recorder and the player, with the built-in monitor. We also bought a 22-inch monitor. How did we get a Town Meeting to go along with this? We did a lot of work. We researched everything that we could on it, and to give credit where credit is due, I had a Lieutenant that I gave this job to, and he did it. I said to him:

"Here, they have something in the magazine about a Fire Department in Oregon using this. Write a letter and start communicating with him."

He did. I have the correspondence from the various coast Fire Departments with whom we communicated. We went to the University, and we got a lot of advice from them. When I saw this stuff, then I became sold and I said:

"How are we going to convince the Town to get this?"



We were very fortunate in being able to utilize the University of Massachusetts facilities in order to make a demonstration. We put on a good sales pitch on a 20-minute tape. We spent 20 hours doing it, and boiled it down, until we had a good 20-minute solid pitch.

And, Gentlemen, Mr. O'Keefe was very gracious in sending the tapes that you saw from the Chelsea Department out to us, so that we would view them. Then, we took pictures of ourselves, viewing and evaluating these tapes, and we put that on our demonstration tape.

We have made a brochure of exactly what we intended to do, and we had fifty brochures made up. We asked to meet with the Finance Committee. The brochures helped and the demonstration tapes helped. What really sold it was this. We brought in the cameras and put them right on the table. They were very much interested in the tapes and the program, but when they saw themselves asking us questions on camera, on tape, they could see the power of it. The machine and the equipment answered our argument for us.

We did the same thing with the Board of Selectmen, and we did the same thing with the Town Manager. So that having touched all bases and demonstrated the equipment, and having gotten these people to interact themselves with the equipment, they backed us up at the Town Meeting, and we skimmed through by a 65 per cent standing vote.

I think there may be some questions by you Chiefs, and I want to leave plenty of time for that. This is the demonstration tape that we made, and as I say, it took a lot of work to make it, and it boiled down to about 18-minutes. When we wound it up, we put a little name on it, "Pot of Gold."

Now, about making these tapes, if you do make one and it is a good one, I could phone you and say:

"How about sending that along to me? We would like it, and can use some part of it, so we ask you to duplicate a few minutes of it."

You can do that very simply, easily and economically.

At this time, we would like to entertain your questions.

CHIEF THOMAS HAYES of East Haven, Connecticut: When you went into the purchase of this material, did you have to go back and communicate with ever so many different firms about which was the best? You have said right along that this equipment that you have is the simplest and that it was not too expensive. After all, anything you buy today is expensive; but, how many different types of equipment did you have to make a survey of in order to make up your mind?

CHIEF DOHERTY: The question concerns equipment and how many equipment makers and manufacturers do you have to get into?

I think the point you may want to make is, do you get lost, without knowledge in this matter?

In video-tape, the field is dominated by Sony Corporation, which is a Japanese corporation; the equipment is made in Japan. When I was a little kid, everything that was made in Japan was junk. But, they make the best equipment in the world today. They have developed this equipment. You probably have seen advertisements of General Electric equipment in the Fire magazines, but they have the same kind of camera and recording equipment, and it is made by Sony, licensed by the General Electric.

There are now four or five companies that have come into the video-tape business, in half-inch video-tape. This is the half-inch tape (illustrating to the audience), and this is the only material that can be used portably. The broadcast and studio tape goes up to 1½ and 2-inches.

We wrote an open spec, and we listed Sony specifications. We then contracted three Sony authorized dealers, and we put one advertisement out, and nobody else picked it up, thank God, because it would be hard to make a choice, one against the other, without having some technical knowledge. If you get into that bind, you would have to let your salesman do the job for you.

One of the very important things we ran into on specifications was service. This equipment must be serviced within twenty-four hours, if there is anything wrong with it, and if it cannot be fixed within twenty-four hours, replacement material must be brought to us so that we can never be out of service for longer than twenty-four hours.

For one year, all service is guaranteed, parts, labor, everything, so there is no cost for the first year. And I think that that speaks very highly of the dependability of the equipment. What we did was to specify the cost of the second year's service, and we made each bidder give us a quotation of what he would charge for the second year's service, after the guaranty was up. The low bidder gave us a figure of \$450.00 a year, which is not bad.

**FIRE CHIEF BLOMQUIST**, Arlington, Massachusetts: Joe, what is the cost of duplicating one tape, and are there any copyrights involved?

**MR. O'KEEFE**: No. If John wanted to record the Chelsea bit we have on tape, I could buy it and then I could duplicate it. If this is used for education, according to our understanding, there is no infringement of copyright law, as long as we don't charge. Like the NFPA, if they sell a film, and if we were going to make something similar to theirs and compete against them, then that would be different. But, if we were going to use it for the college, and he was going to use it for the Fire Department, we could have an exchange of the tapes, and the only cost would be \$15.00. Our price is a little different than John's; we have an educational discount, and we don't pay the same price. John pays a certain price and the college has an educational price.

**FIRE CHIEF BLOMQUIST**, Arlington, Massachusetts: What would the cost be for us?

**CHIEF DOHERTY**: We would have to charge you \$19.00 for a 20-minute tape, or a one-hour tape for \$39.00. Supposedly, there is a 35 per cent mark-up on the tape for the retail trade. This is a high cost for tape, and I am fairly confident that other half-inch tape will be available in the near future, at reduced prices.

**MR. O'KEEFE**: We can use magnetic, half-inch computer tape. But, we get into the guarantee on the machine, then, and you may foul up the heads.

CHIEF DOHERTY: Actually the IBM computer tape works just as well for pictures and the voice, and you can buy miles of it for chicken feed. But it does tend to raise havoc with the heads. If you go out and buy \$200.00 worth of tape, well, then, you can make the heads for \$60.00, so that if the head wears out prematurely after a couple of months, you can replace the head for \$60.00, but you might have saved several hundred dollars on tapes. And, I am sure there are other tapes available.

CHIEF ELLIS of South Windsor, Connecticut: If you were to loan out one of your tapes to an inexperienced operator, what about that?

CHIEF DOHERTY: Yes, an inexperienced operator could make a mistake, although it would be difficult. You have to push this red button, where it says, "Record." And, when you record, whatever has been on the tape previously is automatically erased. The tapes can be used over and over again, at least a thousand times.

MR. O'KEEFE: I let my tapes out to the Gardner, Massachusetts Fire Department and they showed them out there in the High School. I showed them again today. And, they have done nothing to them. The Chief is here, and I don't believe he or his staff knew anything about the equipment.

FIRE CHIEF BLOMQUIST, Arlington, Massachusetts: Both of you have mentioned the one-half inch tape. Is there another style of tape?

MR. O'KEEFE: When you get into broadcasting, it gets into the one-inch. If you go to the colleges and they have a drama presentation, in order to get the clarity of speech, they have to go a fine one, and you have to go to the one-inch tape. But, as John has said, the half-inch is good enough for our needs. For instance, when we had Ken Harrelson on, we did go to the one-inch tape for that interview.

FIRE CHIEF BLOMQUIST, Arlington, Massachusetts: How is this going to work in the Cable TV, when Cable TV comes of age?

MR. O'KEEFE: That is something in addition to this, you see.

FIRE CHIEF BLOMQUIST, Arlington, Massachusetts: You would not be able to use this?

MR. O'KEEFE: Not as it presently exists. You go to some schools and they have the one-inch.

MODERATOR BURTON: Are there any further questions, Gentlemen? If not, I want to thank you gentlemen very much for your presentations here this morning. (Applause)

(Announcements were then made regarding the clam bake to be held indoors, because of the inclement weather.)

MODERATOR BURTON: This afternoon, we will have our Exhibitions and Demonstrations, plus the drawing of the Exhibitors' Prizes at the Exhibition Tent, and you are all invited to be there.

I declare this Session is now adjourned.

(Adjournment at 11:45 o'clock A. M. June 25, 1969.)

**BANQUET SESSION**

**PRESIDENT BULGER:** Reverend Clergy, Honored Guests at the head table, Members of the New England Association of Fire Chiefs and their lovely ladies and Guests.

First, we have in our midst this evening a Deputy Chief, John Doherty, and Mrs. Doherty and they are celebrating their 21st Anniversary this evening. Let us give them a big hand! (Applause)

As your Toastmaster and Master of Ceremonies this evening, let me say that there are some things that go with the office and some of them are privileged. However, I would like to loosen up a little bit. I heard something today; I heard that when Chief Ed Curtin became Chief, after he received his appointment, and after he realized what it would mean to be a new Chief in a big city, he said to his friend:

“Tom, as you know, I’m in a predicament here; I’ve been through the training program and I think perhaps I can handle a fire, but I don’t know if I can handle the first few critical minutes, when I arrive at the fire.”

Now, we all know what happens in the City of Hartford. You’re driven down to the fire and there are about six stories going, and probably ten or twelve on the other side of the exposure; the wooden structure is fully involved, and so it is going to be a simple matter for you to drive up to the front of this place, and they will certainly place you, because it is now your show.

Those first moments are certainly critical. You’re a new Fire Chief, but there’s nothing to sweat about. Here is what you do. You arrive out there, and your aide is still in the car. As soon as you get to the scene, you are very relaxed, and you are calm, old Ed. You motion to your aide to get out of the car. You praise the men who are doing the work that you have done for so many years. You puff on your cigarette; you don’t want to make a mistake. You keep one hand on that fender, and that’s the whole secret; if anybody moves that damned car, you’re going to fall flat on your face. That’s the way I heard it, fellows! (Laughter and Applause)

It is now my pleasure to introduce to you our Chiefs who are Past Presidents of this Association. Will they please stand! (Applause)

I shall now proceed to introduce to you the people at our head table, and starting on my right, we have:

Director from the State of Rhode Island, Earl Andrews.

Chief Thomas J. Hayes, Director of the State of Connecticut.

Walter Messer, Director from the State of New Hampshire.

Ralph Bragdon, Director from the State of Maine.

And, sitting next to Ralph Bragdon this evening, we have the distinction of having a representative from the Governor's office of the State of Maine whom I shall introduce to you now, and I am sure he will have some words from our fine Governor, Kenneth Curtis, Mr. Neil Row, the Assistant to our Governor. (Applause)

MR. NEIL ROWE: Before I read the message that Governor Curtis has asked me to deliver to you, I want to say how pleased I am to be here myself this evening. I live nearby, on the other side of York, Maine, and my wife has often played tennis here at The Wentworth, and she has told me before that she always thought the most colorful and interesting convention was that of the Fire Chiefs.

We are very much pleased to be here, and I want to thank you for the hospitality to my wife and myself.

Governor Curtis has asked me to read the following message to you:

"I regret that my schedule does not permit me to be with you tonight at your Conference, which is located a few miles from here. I want to take this opportunity to welcome you to the State of Maine. However, in my capacity as Chairman of the New England Governors' Conference and being Co-Chairman of the New England Regional Commission, I have had my responsibilities expanded to include activities on an all-New England basis. My interests, therefore, are not only in the well being of Maine, but in the well being of our entire six-state region.

"Fire Protection is an important part of the public service offered to the people of New England. The dedication, the courage of our Fire Fighters, is well known, and I am sure that it is well appreciated by the public. It is up to the officials everywhere to give our Fire Departments the tools with which they need to work, and the investment that is made by our municipalities in fire fighting equipment and services is one that pays many dividends.

"Throughout New England, we should increase our efforts to provide the most modern, efficient capabilities for providing protection in the Fire Service.

"I am pleased to note that the present head of your New England Association of Fire Chiefs is Chief George Bulger of Rumford, Maine. I am pleased that you have so honored a citizen of our State.

"I hope that you will continue to have an enjoyable convention in the beautiful setting of The Wentworth-By-The-Sea, and I know that you will continue to provide the fine, dedicated service that you have given to the people of New England." (Applause)

PRESIDENT BULGER: In my comedy of errors this evening, I have gone past a Director from the State of Massachusetts. However, before asking him to stand, I think you should know this. In the State of Maine, we had a terrible problem of snow. It was only at the May meeting, when we came down here, that much of the snow left our area.

However, down in Chicopee, Massachusetts, they didn't have the problem. They have a rather heavy population of people of Polish extraction, and strangely enough,

their problem of having no snow problems was the fact that they burned up the snow, but they didn't know what to do with the ashes. (Applause)

Now, I am going to ask Eddie to stand up. (Applause)

It is now my pleasure to introduce to you a representative of the Governor from the State of New Hampshire, Frederick Whitney, the New Hampshire State Fire Marshal. (Applause)

HONORABLE HERBERT L. WHITNEY: Mr. President, Honored Guests, Mr. and Mrs. James B. Smith, Fire Chiefs in this ballroom this evening and their lovely wives. About twenty minutes ago, a lovely piece of roast beef was put in front of me, and just as that was placed here, the maitre d' came in and told me there was an important telephone call for me to pick up at the desk. When I returned, I ate two knives, three spoons and one fork.

I am not nervous; I am simply petrified!

The Governor has asked me to make his apologies that he cannot be here this evening. After being in office for three months, I don't know what more we can have, with a bad fire at The Wentworth, and so forth and so on, and then the Governor called me and asked if I would make his Response.

The Governor expresses his sincere regrets that he is not able to be with you this evening, and he wishes me to make his apologies to President Bulger for not informing him until the roast beef was put in front of us.

He does wish this Conference will be very successful and that you will all go away with progressive ideas, thus progressing fire-wise and fire-prevention-wise for the betterment of the citizens of all of New England.

Budget meetings are still going on up at the State House in Concord, and there are night sessions, too, from now, on.

Thank you for being so courteous to me and expressing the regrets of Governor Walter Peterson of the State of New Hampshire. (Applause)

PRESIDENT BULGER: At this time, I want to introduce Ralph S. Frobisher, Chairman of the Board of Selectmen of the Town of New Castle, New Hampshire, and I am sure he will have a few words for us. (Applause)

HONORABLE RALPH S. FROBISHER: Mr. President, Reverend Clergy, Honored Guests, Fire Chiefs and your Guests and your lovely ladies! A few days ago, a couple registered at The Wentworth Hotel, and as it was one of the few warm days we have had this spring, they decided to go in for a swim in the pool. The lady of this couple had been to Franklin Simon's a couple of days before and she had bought one of these topless suits. The husband was very much chagrined and he was pretty mad about the whole thing. He told her if she persisted in wearing that suit, she was to stay down to one end of the pool and he was going to stay at the other end, and they were not to recognize each other at all.

So he went for a swim and he saw his wife, and after a while he noticed that she was missing. When he got back to the hotel room, his wife was in the room and she was lying down, crying. She sniffed and sniffed and said:

“I was never so insulted in my life.”

“What happened?”

“Well,” she said, “I was standing by the end of the pool and this man walked up to me and said: ‘Hey, there, which way to the men’s room, Mac?’” (Laughter)

There was a swarm of bees in this particular town, and they decided to go down and have a rest for a while, so they spiraled down and happened to land in a Texaco Station. They were enjoying themselves, buzzing in and out of the rest rooms, and that was wonderful. And they all said: “We’re Texaco bees.” But there was one little bee that didn’t quite like the Texaco Station, and he spotted an Esso Station and went to it. So that that proves there’s always one Esso bee! (Laughter)

I must close with one observation. It seems that for many years it has been acknowledged that there should be more parking spaces at The Wentworth. But, on April 29th, early in the morning, with the assistance of nineteen Fire Chiefs, they cleared the land for the parking place. I think that somebody ought to tell the Smith family that there’s a big difference between scratching your head and tearing chunks out. (Laughter)

Thank you very much, and welcome, again! (Applause)

**PRESIDENT BULGER:** Thank you, Mr. Frobisher. He never fails to entertain us. In the past, he has given some bits of history about the place that were really jewels.

Let me say that the Lady Mayor from Portsmouth called a few minutes before we came into the ballroom to let me know that she was not going to be able to be here. She is good for a few laughs, too.

From the fair City of Portsmouth, just across the way, we are going to have a few words from the City Manager, Honorable Richard Bowen. (Applause)

**HONORABLE RICHARD BOWEN:** Thank you very much, Mr. President. Chiefs and non-Chiefs. I have a sort of a mixed distinction this evening. And after Mr. Frobisher has spoken, I have a tough act to follow. Now, I can never take the place of Mayor Eileen Foley, and most of you know her better than you know me. Yes, the good Mayor is busy this evening at the State House in Concord, acting in the capacity of a State Senator.

My pleasure is also mixed because were I not here this evening, somebody else would be standing in my stead, and quite frankly I would prefer that to be the case.

I had occasion to go through the books that I found in my office, which I admit I have occupied for only seven weeks, and I found Journal upon Journal of the proceedings of the New England Association of Fire Chiefs. And, as far back as I could go, I found that Bob Violette used to stand here, either at the beginning or the end of the proceedings and extend to you the greetings of the City of Portsmouth. I just wanted



to tell you that he passed away in January. Like most of us, he was not made of clay, and I suppose one could eulogize him at great length. Bob Violette was a public servant and he left his mark on Portsmouth; he will be sadly missed by his colleagues who will stand and think and pause and reflect, as each one of us goes on, hoping upon hope that I can do as well as he has done.

I have one other distinction, which is a mixed one.

The Fire Chief of the City of Waterbury, Connecticut is here this evening, and I should tell him that my father was a Fire Fighter for twenty-seven years, working 90-hours a week, with no uniform allowance, and this was at a time when it cost you \$300.00 to get your job. I'm not sure whether the price has changed. But, he had the distinction of being an Acting Fire Lieutenant for ten years, and he retired as a private.

My distinction is compounded by my recalling him when I took over, and assumed my position as City Manager. I replaced a man named Arthur Costalasa; he was a retired Navy Captain, and he is much inclined to use a certain amount of Navy slang or jargon, and at a Rotary meeting, to which he invited me as his replacement, for whatever the term is, the command had changed. But we will just shift the distinction of being the only former Seaman 2nd Class to replace a Navy Captain!

I apologize for the weather, but I think there is a mixed blessing in this, too. I suspect that it might be that you spent a little more time learning a little bit more about Fire Fighting or some other indoor sport. On the other hand, I did see a golf score, and he swears it's true, and I have reason to doubt him. Thank you very much! (Applause)

**PRESIDENT BULGER:** Starting on my left and continuing with the introductions of the head table, we have:

Chief Albert W. Kimball, Secretary-Treasurer, of Hingham, Massachusetts.

Sergeant-at-Arms, William J. Dooling.

Chief Raymond Pratt, Director, Vermont.

Chief Carmi Duso of Vermont, our Immediate Past President.

Chief Romeo D. Monast, Second Vice-President of the New England Association of Fire Chiefs, of Pawtucket, Rhode Island.

Chief Robert Ulm, our First Vice-President from the State of Massachusetts.

Reverend Auguste Delvaux, our Catholic Chaplain from Rhode Island.

Chief Walter Carter of Lynn, Massachusetts, First Vice-President of the International Association of Fire Chiefs, who is no stranger in this hall. It is an honor to present Chief Carter to you at this time for a few remarks.

**FIRST VICE-PRESIDENT WALTER CARTER,** International Association of Fire Chiefs: Mr. President, Reverend Clergy, Representative from Governor Curtis' Office,

President Beadle, all of the distinguished head table guests, my Fellow Fire Chiefs, Ladies and Gentlemen.

It is a profound personal honor and a distinct privilege to be invited to participate in the 47th Annual Conference of the New England Association of Fire Chiefs, and I wish to thank the Officers and Directors for their kind invitation and at the same time to congratulate them on a job well done in arranging this most successful affair.

I wish to extend, along with your President, the greetings of the International Association of Fire Chiefs, and well I should, for without the encouragement and the support from my fellow Fire Chiefs in the New England area, I would not be standing here tonight to extend those greetings to you.

I want to congratulate the Program Director for arranging such a superlative program here, for as the City Manager said, we came here to increase our professional competence and increase it we did, because the program was so excellently done. Then, too, of course, the weather was the sort that kept us indoors most of the time. The speakers spoke with clarity and with objectiveness, on their timely subjects, and the program was diversified to help either the Volunteer Fire Chief or the big city Fire Chief.

The Ladies' Program, I am told, was wonderful, and there is always that fine sociability at The Wentworth that becomes rampant, and you walk hand-in-hand, with fellowship at The Wentworth.

Thank you for inviting me! (Applause)

**PRESIDENT BULGER:** Thank you, Walter. At this time, I want to present for recognition a fellow who, in a very short space of time in our midst, I feel, by his dynamic nature and his happy attitude has made the International Association of Fire Chiefs a successful President thus far and certainly will continue until we get to Chicago. I present to you at this time President Edward Beadle of the International Association of Fire Chiefs. (Applause)

**PRESIDENT EDWARD BEADLE,** International Association of Fire Chiefs: President George, I don't deserve that introduction, but I do appreciate it. Reverend Clergy, our lovely ladies, our most genial host Jim Smith and his lovely family, Distinguished Guests, Officers and Members of the Association and Friends, all. It is such a great privilege for Muriel and me to be here with you at The Wentworth and to be able to extend to the New England Association of Fire Chiefs congratulations on behalf of the International Association of Fire Chiefs for a successful and meaningful Conference.

I am sure that you all agree that it has been a most excellent Conference. And I say to Jim Brennan, thanks for a job well done. Please accept Muriel's and my sincere thanks for one of the nicest weeks that we have ever enjoyed during our twenty-eight years of married life! (Applause)

I am sure that sometime or another we have all attended an affair because we felt we just had to and it was more or less expected of us that we be there, and while there we could not wait until it was over; but, that certainly is not the case here at the New England Conference. We just dread the thought of tomorrow rolling around, when we must leave. However, we are looking forward to coming back next year, not

as the President of the International Association of Fire Chiefs, but as a fellow Chief, looking forward to this wonderful and warm New England hospitality that I have heard so much about for so many years.

We have enjoyed being with our old friends, and I must say, too, making many new friends. We have had a lot of laughs, which brings to mind the story about the priest and the rabbi who met on the plane, flying from New York to Boston. Now, I know you are all laughing at the way I say "Boston." But the priest and the rabbi started this friendly conversation, and the priest, who had his collar turned around backwards, said to the rabbi:

"I'm a father."

And the rabbi said:

"So what's so great about that? I'm also a father, a father of five children."

The priest said: "But you don't understand. I am from the Boston Diocese; I am the father of 4,000 children."

The rabbi said: "You're the father of 4,000 children? You turned your collar around backwards; better you should turn the pants around backwards."  
(Laughter)

While I was at Hyannis, I told my favorite story about my favorite priest, and Bob has asked me if I would tell it here tonight. With your permission, may I tell this? It will only take a minute.

PRESIDENT BULGER: Please do.

PRESIDENT BEADLE: I think this story is most appropriate, because Father Kelley, my good friend, was the pastor of a church on a small island off the coast of Maine, and I believe you folks will remember I told you that while I was at Hyannis.

Well, this pastor was all alone there; he had no curates. It was in the summer time, and the island did attract many vacationists. Father Kelley says two Masses there every Sunday. One Sunday morning, the good pastor awoke and he was terribly ill, and he was unable to say Mass. He sent for Pat, the Sexton and he said:

"Pat, I'm a very sick man and it will be impossible for me to say Mass. I want you to go over to the church and announce to the parishioners that I am a very sick man and that there will be no Mass today, but not to worry, because there will be no sin on their part. And, while you're at it, Pat, I want you to make a few announcements. These are the announcements:

"Next Sunday, there will be a special collection for the Pope.

"Next Thursday, there will be Confessions for the First Friday.

"On Saturday, Mary Murphy and John Gilhooly will be joined in Holy wedlock. Any one knowing of any reason why they should not be married is bound to make any objections known to the pastor.

"There was a tattered Boston bag found in the Church last Sunday and the owner may claim it by inquiring from the usher, in the rear vestibule of the church.

"Next Wednesday is the Feast of St. Peter and St. Paul."

And then the pastor added: "I think you had better write it down, Pat."

But proud Pat said: "Oh, what kind of a man do you think I am, Father. not to remember a few things?"

So Pat went about his business, and as he neared the church door, he became a little shaky and nervous. He got in the church all right, and he stood up in front of the congregation and he said:

"Ladies and Gentlemen, there will be no Mass today. Father is sick. And that's no sin!

"The Pope will be here next Sunday to take up the collection.

"Next Thursday will be the first Friday.

"Next Saturday will be the Feast of Mary Murphy and John Gilhooley.

"Next Wednesday, St. Peter and Paul will be married. Any one knowing any reason why they should not be, will find the answer by inquiring of the old bag from Boston who has been lying in the rear vestibule of the church all week." (Laughter)

Ladies and Gentlemen, from the bottom of my heart, thanks for allowing Muriel and myself to be here with you, but most importantly, thanks for the big smiles and the warm handshakes. (Applause)

PRESIDENT BULGER: You can imagine what he does at the International level; he keeps them rolling in the aisles. Your remarks were, indeed, refreshing, and thank you very much.

Last year, when I made my speech of acceptance, I indicated that nobody stands in this position without some help and assistance; he doesn't do it alone. I want to assure you, now, that I wouldn't be standing here without the help and assistance of my wife Peg, who is sitting here; I will ask that she stand. And my son, Tim, of course, who has been down at the pool most of the time. (Applause)

At this time, I ask that the officers' wives and guests please stand as a body. (Applause)

We have been here at The Wentworth since 1946, and we have had most gracious hosts, Mr. and Mrs. Jim Smith, and Mr. and Mrs. Jim Smith, Jr.

And Frank Mahoney, our Globe correspondent, got us our "first" on television. (Applause)

And I must say that I think this is the first year that we have had bad weather for three years!

And as it was mentioned by the City Manager, we are starting with the first parking lot, much to the sorrow of our hosts, the Smith.

However, there is always a happy side of our "firsts" and let me say, now that we have another "first" and it just so happens that it turns out to be a "third." It is with

a great deal of pleasure that I am able to pass the information on to you, on behalf of the New England Association of Fire Chiefs, the recognition of James B. Smith, III. And Jim Smith, Sr., will you please take this on your grandson's behalf (handing envelope to Mr. Smith, Sr.). (Applause)

We have with us this evening as our Banquet Speaker the Commissioner of Education for the State of Maine, and I feel that I should give you at least part of his brochure. It certainly would be a burden and an imposition on time if I were to give you all of it, which is contained in this thick brochure.

Our Speaker, Honorable William T. Logan, Jr., was born in Pittsfield, Massachusetts. He lives presently in Brunswick, in our State of Maine. He is married and his wife Peg is here in the audience. He has three children, Alice, Herbert and Robert. I detect a little Scotch there. He was educated in the Pittsfield schools and the High School there, and received his further education, for the most part, in the State of Vermont. He has had a great deal of teaching and administrative experience, and his background in the brochure is most impressive.

It is with a great deal of personal pleasure that I introduce to you the Honorable William T. Logan, Jr., State Commissioner of Education for the State of Maine! (Applause)

HONORABLE WILLIAM T. LOGAN, JR.: Thank you very much, George. When the good Chief on my left was telling the story about the Father, all I could think about were the remarks of the Lord at the Last Supper, when He said:

“All you fellows who are going to get in this picture will get on this side of the table.”

Regardless of all the talk from George about the brochure and everything, I want to say that he is probably as qualified as anybody can be. I am one of the consumers of your services, and I can assure you the Fire Service does a fantastic job.

I have taken a look at your program, and I want to say that I don't know how you fellows have stood the pace of that program. One of the things you discussed was the matter of negotiations, and this evening, sitting next to Jim Bowen, we were speaking about this. Some years ago, the folks were more naive about this matter of negotiations. First, the word “negotiations” is not new at all, and it goes way, way back.

I want to say that I am very glad to be here this evening. Yesterday in the Maine Senate, the question of raising the salary of the Commissioner of Education came up. Now, I have many friends, and one who was very friendly told me a story about the priest in the north of Ireland; this was in the time of the Black and Tans and the Bloody Shirts. Each Sunday it was the same thing. About one-third of the congregation was English extraction, and one of that congregation went to the Bishop and complained of getting the same sermon, and the Bishop said he would speak to the priest about it. He did. He asked him what the sermon would be the following Sunday, and the Father said: “I am going to preach on the Last Supper, and the blood shed in remembrance.” He recounted the story of the Lord saying that before the cock crows three times in the morning, one of them would betray Him. And they would say: “Lord, is it I?” When it came to Judas, he said: “Governor, was it me you were thinking about?” (Laughter)

To get into the topic of the evening, there are two fantastic phenomena that have hit this great nation of ours that has never hit any other nation in the history of

western civilization at exactly the same time. One of these is the population explosion, and I shall not belabor that. We know that twenty-five years ago when the men came home from World War II and established their families, they established real families. You were called upon in community after community to build elementary schools, high schools, and then the colleges. And, we have one of the largest populations in the history of this country at any time. There are millions and millions of young Americans of child bearing age at this time, and this whole population explosion has had a traumatic effect upon your jobs in the Fire Service.

You were called upon just as we were in public education to provide services to a growing population and to provide the manpower for all of this.

We are all aware of the fact that we have one continuous community running all the way from Portland, Maine, to Norfolk, Virginia, and if you don't believe it, take a night flight out of Portland or Boston and fly to Washington, and see those lights, mile after mile, down the coast. We talk about individual towns, but we see one continuous metropolitan area. We find that this young population has the dream that every American has ever had, of having a home of their own. So we have had this fantastic building boom of home building. Then there was a critical shortage of materials, of skilled craftsmen, carpenters, electricians, plumbers and the like; wages went up and we found this nation of ours then got into the Do-It-Yourself business. During the past twenty years we have had more and more unskilled people wiring their own homes, installing their heating systems and all of these things, in spite of strict building codes, thus complicating your lives in the Fire Service.

Into our industrial complex there have come all sort of new materials, such as fire resistant materials, and perhaps we have a feeling of false security with some of these things.

Then we have these mobile homes; these are something new and different, in terms of trailer parks, and certainly these have changed the type of service to be rendered.

The younger population calls for a new type of recreation. Costs have gone up, and the young people have gone into the camping business, with tents, camp trailers, boats. Everybody seems to have a boat to race around the lake. And they are using gasoline stoves for heating and many of these newer things are rather hazardous in their use, thus making your work much harder.

More important to the Fire Chiefs than the population explosion is the fantastic knowledge revolution that has taken place within recent years. It is difficult for me to understand what has happened, and I am in public education. I am like the comic strip character, Peanuts. I have one of those old fashioned minds, and I can deal with good, old straight figures.

It took this human race, of which we are a part, 1750 years to double the knowledge that man had from pre-historic times to the birth of this nation, and it only took 150 years to double it again, from 1750 to 1900. Then it took only fifty years to double it again.

Just stop and think about it. The Wright Brothers flew their Kitty Hawk in 1903; man flew for the first time in the century. But, between 1950 and 1960 man's knowledge doubled again, and between 1960 and 1966 it doubled again. And, in certain areas of science, it is doubling at the rate of once every two years.

This is unbelievable; it has never happened before in the history of mankind.

An engineer by the name of Monteith, associated with the Westinghouse Corporation, wrote an article in the Atlantic monthly a couple of years ago. He sat down and analyzed college transcripts, and he came to the conclusion that the life span of his college work was about ten years. He said that the half-life of his engineering degree was ten years. The term, half-life, is comparatively new. Nobody talked about that before 1945, before the atomic era. He was saying that half of the things that he had studied in engineering school, within ten years, were obsolete. And, if that is true of him, isn't it true for the rest of us?

If the doctor who treats your family is practicing medicine the way he did ten years ago, he is going to lose a lot of patients. He must constantly keep up to date.

If the teacher is still teaching the same way he or she taught years ago, then that person should go.

I had a wonderful chemistry teacher, and he taught me that there were 87 elements; I remember that. I could solve any chemical problem. But if chemistry is taught that way today, I sure hope the Superintendent is going to fire him tomorrow. It wasn't that my teacher was wrong. Things have changed that rapidly, and certainly this is a problem for the Fire Service, too, because things are changing so rapidly for you.

We know there is a tremendous pressure on you because of Federal legislation, and for other reasons.

At this time, there are a number of associate degrees being offered. There are 133 programs in associate degrees, and 55 of these are in the State of California. There are only three institutions in this country, of higher education, offering Bachelor Degrees, in your field of fire.

However, in the Police Service, they have moved ahead far more rapidly along these lines, with 175 associate degrees, 39 baccalaureate programs, 14 Master Degree programs, and they even offer a Doctorate in their programs.

It is interesting to note that the bulk of the programs are in the area of accounting and law and business administration.

We, in the State of Maine, are facing the pressure. We know the Fire Service is demanding an additional training for the men. We are playing it cautiously. We want to be sure that when you get this young fellow who left high school at eighteen and has taken this intensive training course and is a skilled technician when he comes to your Department, that he is going to fit into the fire companies that you now have. How will they accept this man of twenty for officers' training? Rather, we would like to work with the existing fire staffs at this time. Isn't that the way you feel? You want to take the slow and easy way.

The Fire Service faces a very, very complex future, as I see it. It is going to demand the competencies from you as Chiefs and your men, such as the Fire Departments never faced before. You are caught up in the whole rapid, social and technological change. Let's face it. It's here. We can't stop it.



We have a public that is extremely complacent. In spite of the trend of the loss of property and lives through fire, the public is apathetic; but, it is a critical area, and it is an area in which you will have to work. It means that you, as the community leaders in the Fire Service, are going to have to get to this public through various forms of communication.

We have made an analysis in our Department, and we have found that 18 per cent of the people in the State of Maine get their information from reading a newspaper. The great bulk of the people get their information over the television. But, there is a medium that we haven't even touched yet, or barely touched, and that is the area of radio. We do not have Amos and Andy these days and some of the other programs, but radio is going on, and there is a radio going on in every single room in the house. There are many talk shows, and other programs, and these all reach the homes, when the woman of the house is doing the ironing and other chores around the house. The radio is the place where we can tell about the Fire Safety Programs and the Fire Safety Weeks, if you want to communicate with the public.

Of course, you can put your story in the papers and pay for the advertisement; but you can also get this communication in other ways.

Also, I think that the professional status of the fireman is on the block, and I think that the status will come from education. You, and those of us who are responsible for education, can decide what is going to be the scope and the depth of the educational requirements for your staff and your departments.

I know how the City Managers feel. They want us to turn out a person with a broad, general background. The Fire Fighter of tomorrow is going to be a good, sharp fellow, to handle sophisticated equipment and all of the programs that will be necessary to do.

There is another area of programs for your Fire Service Executives. There is no doubt about it that this whole area of negotiations, all areas responsible for training, call for a training of your Fire Chiefs to recognize the facts of life. I believe that it is a professional career and it must move in this direction. There is one way to go, and that is, the type of management training, the type of Conference that you have had here this week is excellent.

I think that perhaps we have continued to go along with a sort of myth of local control, with the local town government as a nostalgic thing. We cannot continue to preserve it. It is like the moustache cup. Many of the towns were laid out by surveys way back when! And the whole complex of the areas has changed. We recognize this, and we move beyond the town lines, in compatible areas, with costly programs that we feel we must have for our young people.

There is no question in my mind but that in some of our rural areas in New England that you people are going to have to sit down and decide on the type of costly equipment you are going to have to have, and you have got to pool together and go beyond town lines in order to provide the type of equipment and training you are going to need to render the service in the area that is much broader than the City or Town lines.

Also, I would like to call your attention to the fact that the Fire Research and Safety Act passed in 1968 was a very encouraging thing. It should establish for all of us

the basis for future training programs and for your programs within your departments and the public. But, there is one thing that is wrong with it, which is typical of many of these programs. It was passed with an authorization of five million dollars, but, there has been no appropriation. It is like your having the biggest darn fire wagon down at the Fire House and no gas to bring the darned thing out.

I can assure you that your Congressmen read letters from their constituents, and I would hope that you would take your pen in hand and write to your Senators and Representatives. How pitiful it is, without the money behind this bill which was passed. Without the funds it is a real problem.

As you read the Act, its intents and purposes can be the basis for future development training programs. Those of us, at least in my State, which has the responsibility for Fire Training Service, I want to pledge to you Chiefs in the State of Maine the same type of service there is prevalent in other States, that we will work with you.

I want to thank you very much for your interest in allowing us to share this evening with you at The Wentworth. It is just wonderful, and I look forward to joining you in the Ballroom this evening.

PRESIDENT BULGER: Thank you, Commissioner Logan.

Before calling upon Father Delvaux for the Benediction, I would like to impart a few of my remarks to you, because it was ten years ago that I sat out there, and in launching into this short subject, first of all I want to welcome the old Firè' Chiefs whom I have seen coming here for ten years, and if God is willing, we will keep them young, because we young fellows feel that way. You see, I am in that field, and I look forward to seeing you old timers showing up here each year. And, we still have something to learn from you.

Again, to the new Chiefs and their ladies, welcome this evening, welcome aboard, and we are glad to have you with us.

There is a lot to be learned here, and we want to see you return year after year, and, you will be surprised, but you will soon be an old timer, because ten years will go very quickly. I was out there ten years ago as a brand new Fire Chief, and a mighty bewildered one, too.

I came here to learn things, and I did. I learned that we have the most modern equipment in the Exhibit area; we have the finest of technical sessions, and we have our moments of enjoyment. However, the thing that I learned was that there is a spirit that dwells, here, that I don't believe dwells anywhere else, because if they don't know you here, there is a desire to know you, and this, believe me, is a rare commodity. It still prevails, and let us keep it that way, Fellows. That is the heart of this organization.

Some one once conducted a survey, and although since last Sunday, we have heard some fine oratory at our technical sessions, as well as here at this table this evening, some of us had very special praises to achieve what they wanted to say, and at this moment, I would like to impart something which I learned at our meetings. It starts with a survey conducted on the use of the pronouns in the English language. This was an academic affair, to find out how many times these phrases would re-appear, because they were usually said and offered with a certain degree of emotion.

The result of the survey concluded that our English language had six very important words:

You did a very good job.

Then, the five most important words are:

And what is your opinion?

The four most important words are:

How can I help?

The three most important words are still:

I love you.

The one most important word is "I."

But, the two most important words in the English language are:

Thank you.

I do sincerely thank you all! (Applause)

Father Delvaux, will you please offer the closing Benediction?

REVEREND AUGUSTE DELVAUX: Almighty Father, we pray that we may still be able to live up to the motto of our Fire Departments, and we ask that you send your spiritual wisdom. We have had much instruction and we have learned a great deal during this Conference, and we ask your wisdom that we make it all practical.

We ask you to give us strength and we ask especially for patience.

May the blessings promised descend in abundance upon you and remain forever with you. Amen.

PRESIDENT BULGER: Before we go into the Ballroom for the Prize Dancing and the awarding of gifts to these lovely ladies here, we are going to have the drawings for the prizes to be given right here.

Also, may I say that we are going to get double service out of our Guest Speaker this evening, because Bill Logan and his wife, Peg, are going to serve as Judges for the Prize Dancing.

At this time, I am going to turn this part of our Banquet Session over to our Chairman of the Exhibits, Chief Bill Young of Newington, New Hampshire.

CHIEF YOUNG, Chairman of Exhibits: Thank you, Mr. President. I want to digress for just a moment, to let you all know what a commendable job the Smiths and their staff have done since the tragic fire, here. They came in here the day afterwards and they started to get ready for our exhibits, and we were down here two days afterwards and they had already cleared the materials out and made arrangements for a tent for us. Then, they got the parking lot. Friday night, the wind and the rains came and knocked the tent down, but they put it up again. Let me tell you, the Smiths and their staff deserve a tremendous hand. (Applause)

We are now going to have the drawings for our prizes. I am going to ask Mrs. Whitney to come up and help us with the drawings.

Prizes were drawn and given to the following:

Walter Champion, Jr.

Joseph F. Maloney

Joseph H. Fletcher  
Harold E. Roeder  
Clarence E. Skinner  
Thomas J. Collins  
Robert M. Hevey (E. and J. Resuscitator prize)  
Earl Andrews (New England Telephone prize)  
John L. O'Brien  
Jerry A. Carl  
Earl B. Gelfetti (Tape recorder)  
Albert Horner (Polaroid Color Pack Camera)  
John F. McCue (Boston Woven Hose prize)  
Joseph Cremo (Peter Pirsch prize)  
Alexander LaRue (Mack Motors prize)  
Paul Beaudette  
Lawrence Lamson (Fire Instruction Research prize)  
Herman L. Bowdoin (Bar-Way Mfg. Co. prize)  
Walter B. Reed  
Thomas F. Lee  
Homer Dubois  
Robert M. Gardner (\$25.00 certificate —McCullough)  
Louis G. Lyons  
Raymond M. Buck  
William J. McCarthy (D. B. Smith Co. prize)  
Wyman Johnson (William Dooling prize)  
Edward F. Barry (Clarence Farrar Co. prize)  
Arthur G. Butler  
Ralph Seavey (Hobbs Engine Co. prize, portable tape recorder)

Ladies and Gentlemen, on behalf of the Exhibit Committee of the Association and through the kindness of American LaFrance, I wish to present this beautiful helmet to you, Mr. President. (Applause)

PRESIDENT BULGER: Thank you very much: This gets to my emotions again. This is one of the honors that goes with the Office of President.

Thank you, Gentlemen! (Applause)

PRESIDENT BEADLE OF IAFC: How about a grand round of applause for the wonderful job as Toastmaster this evening and moving this great meeting along as speedily as he did!

(The audience rose and there was prolonged applause.)

(Adjournment at 10:20 o'clock P.M., June 25, 1969.)

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#### THURSDAY MORNING SESSION — JUNE 26, 1969

The Thursday Morning Session convened in the Ballroom of The Wentworth-By-The-Sea on June 26, 1969, at ten o'clock, with President George Bulger presiding.

PRESIDENT BULGER: Gentlemen, I call this, our last Session, to order at this time.

I am glad to see so many of you Chiefs right on the dot of time this morning, after our Banquet Session last night and the wonderful dancing and the grand time we all had.

But, let us get down to business this morning. We will have our usual reports of our Officers and our Committees and we are first going to hear the report of our Secretary, Chief Albert W. Kimball! (Applause)

**REPORT OF SECRETARY**  
**by Albert W. Kimball, Chief**

To the Officers and Members of the New England Association of Fire Chiefs, Inc.: I herewith submit the Annual Report of the Secretary for the year ending May 31, 1969.

Your Officers and Committees held two meetings since our last Annual Meeting, the first on October 28, 1968 at the Charter House Motor Hotel in Braintree, Massachusetts, and the second on May 6, 1969 at the Wentworth by the Sea, New Castle, New Hampshire.

At both of these meetings matters relating to the Association were discussed, and plans made for the 1969 Conference. A subject of interest to all was the discussion on our new quarterly publication, which is being done by the holder of the contract for our Book of Proceedings, and at no cost to the Association. Also discussed with Mr. Henry M. Quinlan was a new format for our Book of Proceedings for the year 1970.

During the balance of the year, any business requiring attention was handled by your President and Secretary. A full and complete report of both Directors' Meetings will be in the 1969 Book of Proceedings.

Once again your Secretary, with the help of the Directors answered all calls of the sick and departed members of the Association, and their aid and assistance is greatly appreciated by your Secretary. Do not hesitate to call upon your Secretary or State Director for any help or information you may desire.

The dues have been coming in excellently this year, as you will note from the Treasurer's Report. I am certain that with a little effort from all of us, we can build our membership up greatly. Our membership remains in fine condition with only eight fewer members at this writing over the same period in 1968. As of May 31, 1969 our membership stands at 1227.

Our membership is made up as follows:

Maine	74
New Hampshire	93
Vermont	56
Massachusetts	511
Rhode Island	86
Connecticut	182
Outside New England	46
Honorary Life	176
Life	3

Total Members

1227

New members added during 1968-1969:

Maine	5
New Hampshire	6
Vermont	12
Massachusetts	31
Rhode Island	6
Connecticut	19
Outside New England	1

This represents a total of 80 new members, an increase over last year of 28.

During the year 1968-1969 the following changes took place in our membership roster:

New members added	80
Lost by death:	25
Lost by resignation	15
Non-payment of dues	52

During the year your Board of Directors have acted promptly upon all requests for Honorary Life Membership for those who so qualified.

I have tried to the best of my ability to act promptly upon all membership applications and requests for any information concerning your Association. Please feel free to contact me at any time if I can be of assistance to you.

It has once again been an honor and privilege to serve you during the past year, and with your continued help and cooperation, we can make our fine Association still greater.

To the Officers and President George Bulger, my sincere thanks for their help and cooperation. (Applause)

PRESIDENT BULGER: You have heard the Annual Report of our Secretary. Do I hear a motion for acceptance?

CHIEF WALTER CARTER of Lynn, Massachusetts: Mr. President, I move the acceptance of the report of our Secretary.

(This motion was duly seconded by Chief William Walsh of Connecticut, and was carried, unanimously.)

PRESIDENT BULGER: We are now going to have the report of our Treasurer, Chief Albert W. Kimball of Hingham, Massachusetts.

### REPORT OF THE TREASURER

by Albert W. Kimball, Chief

To the Officers and Members of the New England Association of Fire Chiefs, Inc.: I herewith submit the Annual Report of the Treasurer for the year ending May 31, 1969, pursuant to Article 3, Section 4 of the Bylaws.

**Receipts**

Balance on hand, checking account, June 1, 1968	\$3,131.44
1968 Conference Registration	2,661.00
Return of change money to account	145.00
Sale of extra Ladies' gifts	30.00
1968 Net Exhibit receipts	2,661.10
C. H. Clougherty, 1/3 cost Conference badges	65.00
D. G. Deane, 1/3 cost Conference badges	65.00
Henry M. Quinlan, Red Book account	3,000.00
Hingham Cooperative Bank, Interest on Shares	185.00
Dues collected during 1968-1969	5,137.25
	<hr/>
	\$17,080.79
Receipts	\$17,080.79
Expenses	14,156.04
	<hr/>
	\$2,924.75

**June 1, 1969**

First County National Bank, checking account	\$2,924.75
Hingham Cooperative Bank, Certificate No. 1749	4,000.00
Hingham Cooperative Bank, Savings Account No. 697	4,312.07
Hingham Institution for Savings, Account No. 55,118	369.87
2 U. S. Savings Bonds, as of June 1, 1969	920.80
	<hr/>
	\$12,527.49

**Expenditures**

100 Lapel Pins	\$149.04
Filing Annual Corporation Report	5.00
Fire Insurance on Association Property	20.00
1969 Conference Badges	203.83
Sustaining Membership, National Fire Prot. Assn.	150.00
Subscription—Fire Engineering	7.00
New Nylon Association Flag	180.25
1969 Conference Ladies' Gifts	1,237.50
Bank Service Charges, Checking Account	18.99
Tax Accounting 1968-1969	100.00
Printing and Postage	1,078.54
Federal and State Taxes and Social Security	532.16
Salary of Secretary and Treasurer, Less Taxes and S.S.	1,572.07
1968 Annual Conference Expenses	7,077.78
Refund of Dues	11.00
Flowers and Fruit	179.50
Officers and Committee Expenses 1968-1969	1,383.03
Office Supplies	250.35
	<hr/>
	\$14,156.04

**PRESIDENT BULGER:** You have heard the report of our Treasurer. May we now have the report of the Auditing Committee by its Chairman, Chief Carmi Duso of Vermont.



CHIEF CARMÍ DUSO, Chairman of the Auditing Committee: We went over the books of the Treasurer and found that they were correct in every way, Mr. President.

PRESIDENT BULGER: May we now have a motion for the acceptance of the Report of the Treasurer?

CHIEF JAMES GROTE of Chester, Connecticut: I move the acceptance of the report of the Treasurer.

(This motion was then duly seconded by Chief James Brennan of Salem, Massachusetts, and was carried, unanimously.)

PRESIDENT BULGER: We are now going to proceed with the reports of our Conference Committees, but before doing so, I want to express, personally, my gratitude to each and every one of you fellows who worked on these Committees. For those of you who have not stood in this position, and certainly we would all want to aspire to it, I want to say that without these Committees to do their particular work, it just would not get done; but, with the Committees to do the work, it makes this position up here that much easier to bear, and I shall be forever grateful and forever in your debt, Gentlemen. Thank you, sincerely. (Applause).

The first Conference Committee to report will be the Committee on Reservations, by Chief James F. Casavant, Chairman of that Committee.

### **REPORT OF THE RESERVATIONS COMMITTEE**

**Chief James F. Casavant**

The three members of the Reservations Committee are Chief Edward Boroweic, Chief Walter Messer and myself, Chief James Casavant.

On March 17, 1969, applications for room reservations were mailed to all members of the Association.

The first day of the Conference, Sunday, June 22, 1969, there were 389 members in the hotel. On Monday, June 23, 1969, there were 428 members registered.

I wish to thank this Committee and all members of the Association for their cooperation during the past year. (Applause)

PRESIDENT BULGER: Gentlemen, you have heard the report of the Reservations Committee. What is your pleasure?

CHIEF THOMAS HAYES: East Haven, Connecticut: I move the acceptance of this report.

(This motion was then duly seconded by Chief James Brennan of Salem, Massachusetts and was carried, unanimously.)

PRESIDENT BULGER: We will now hear from our Chairman of Exhibits, Chief William Young of Newington, New Hampshire.

**REPORT OF EXHIBITS COMMITTEE**

**Chief William Young**  
**Newington, New Hampshire**

The Exhibits Committee is composed of Ray Pratt, Ralph Bragdon, John Higgins and myself, and I wish to thank the Committee for the fine work they have done, as well as all the people who gave us a hand.

Bear in mind that we are operating under somewhat unique circumstances this year, but everything went along fine.

We will have a full report for you later on.

We had 35 inside Exhibits, 9 fire trucks, 3 ambulances, one trailer unit, trail-breaker motorcycle, a total of 44 different exhibitors. I have talked with the Smiths and the plans are being drawn; we had hoped to have an artist's sketch here of our new Exhibits and Convention Hall, to be built on the grounds, here, but the architect was not able to get it out in time. However, there are plans in the works for a new building.

When we get all of our finances straightened out, we will have a full report for you. I can report that we have done a little bit better than last year. (Applause)

N. E. Association of Fire Chiefs, Inc.  
c/o Chief Albert W. Kimball, Secretary-Treasurer  
25 Leavitt Street  
Hingham, Massachusetts

July 24, 1969

Gentlemen:

It gives me great pleasure to submit this report for the records of the 1969 Annual Conference on behalf of your exhibit committee, which consisted of myself as chairman with the very able assistance of Chiefs Pratt, Bragdon and Higgins. My hearty thanks not only to the committee members, but also to the several chiefs who pitched in so willingly to help us out. Special thanks to Past President Carmi Duso for the long hours and hard work he put in on behalf of the committee.

Again this year, thanks to the generosity of our exhibitors and other friends, we were able to give out a multitude of gifts on Wednesday afternoon and at the banquet in the evening, and the committee as a whole extends its gratitude to all.

This year's session will undoubtedly go down in history as one of the most unique as far as the exhibits were concerned, for it was conducted under the "Big Top" and everyone surely showed the true spirit of comradeship in making the best of the circumstances, thus enabling us to have an extremely successful exhibit. Special thanks also to Dictograph Security, which was unable to exhibit but took two spaces, donating one of these for use by the International Association of Fire Chiefs.

We had a total of forty-six exhibitors displaying, with a few new innovations which aroused a great deal of interest.

Attached hereto and becoming a part of this report is the financial report of the Exhibit Committee and a list of exhibitors.

Respectfully submitted,  
WILLIAM J. YOUNG, Chairman  
Exhibit Committee, NEAFC

### Financial Report

#### SPACES CONTRACTED FOR:

13 Outside spaces at \$85	\$1,105.00	
22 Inside spaces at \$75— 8x10	1,650.00	
15 Inside spaces at \$80—10x10	1,200.00	
3 Inside spaces at \$85—15x10	255.00	
1 Trailer Space	25.00	
1 Motorcycle Space	25.00	
	<hr/>	\$4,260.00
Total Receipts to Date	\$4,195.00	
2 Accounts outstanding	65.00	
	<hr/>	\$4,260.00

#### EXPENSES:

Security	\$318.75	
Printing Costs	285.40	
Photo Copies, Telephone Expense	11.00	
Insurance	73.00	
Committee Cash Expense	60.00	
Win-Deco, Decorations	800.00	
Demonstration Expenses	36.00	
	<hr/>	\$1,584.15

#### SUMMATION:

Total Receipts	\$4,195.00	
Accounts Due	65.00	
	<hr/>	\$4,260.00
Total Expense	1,584.15	
	<hr/>	\$2,675.85
Remitted to Treasurer July 23, 1969	2,600.00	
	<hr/>	\$2,600.00
Balance to be remitted to Treasurer	75.85	
	<hr/>	75.85

Due to unforeseen circumstances, one space contracted and paid for was not used and this company has been credited for this use at the 1970 conference.

#### List of Exhibitors — 1969 Conference

Akron Brass — Wooster, Ohio  
 American Fire Equipment — Needham, Mass.  
 American LaFrance — Elmira, N. Y.  
 Barway Mfg. — Stamford, Conn.  
 Bills, L. W. — Lexington, Mass.  
 Bliss Gamewell — Natick, Mass.  
 Bliss Portland — Portland, Maine  
 Boston Coupling — Boston, Mass.  
 Boston Woven Hose — Cambridge, Mass.  
 Clougherty, Chas. Co. — Medfield, Mass.

Dictograph Security — Springfield, New Jersey  
E & J Resuscitator — Mt. Vernon, New York  
Farrar, Clarence Company — Woodville, Mass.  
Fire Apparatus — Brockton, Mass.  
Fyre-Fyter Corp. — Cambridge, Mass.  
Fire Instruction Research — Union City, Penna.  
General Electric — Portland, Maine  
Gerstenslager — Ludlow, Mass.  
Goodall Rubber — Boston, Mass.  
Globe Mfg. — Pittsfield, N. H.  
Goodrich, B. F. — Akron, Ohio  
Gowans-Knight — Watertown, Conn.  
Hubbs Engine — Woburn, Mass.  
Interstate Traffic — New Haven, Conn.  
Kidde, Walter Company — Needham Heights, Mass.  
Klopman Mills — Rockleigh, New Jersey  
Maxim Motor Division — Middleboro, Mass.  
Mine Safety Appliance — Pittsburgh, Penna.  
Minnesota M & M — St. Paul, Minnesota  
New England Tel & Tel — Boston, Mass.  
Northeast Communication — Pequannock, New Jersey  
Parks Superior Sales — Somersville, Conn.  
Pomfret Company — Swansea, Mass.  
Raysled Company — Fairhaven, Mass.  
Roberts Company — Cochranton, Mass.  
Rokon — Wilmington, Vermont  
Springfield Equipment — Springfield, Ohio  
Stantial McCulloch — Reading, Mass.  
Stop-Fire, Inc. — New Brunswick, New Jersey  
Thomas, Edward J. — Bloomfield, New Jersey  
Viking Instruments — East Haddam, Conn.  
Ward LaFrance — Elmira, New York  
Whalen Engineering — Deep River, Conn.  
Willson Products Division — Rocky Hill, Conn.  
Wilson & Cousins — Lancaster, New York

PRESIDENT BULGER: Thank you, Bill. We know that this is a partial report, due to the fact that it cannot be completed on this short notice. We know the conditions under which you operated.

What is your pleasure, Gentlemen?

CHIEF WALTER MESSER of Keene, New Hampshire: I move the acceptance of the Exhibits Committee report.

(This motion was then duly seconded by Chief Edward Baroreic of Chicopee, Massachusetts, and was carried, unanimously.)

PRESIDENT BULGER: Our next report is that of the Registration Committee, and this will be given by Chief Al Koltonski of Rutland, Vermont.

**REPORT OF RESERVATIONS COMMITTEE**

**Chief Alfred Koltonski  
Rutland, Vermont**

Gentlemen, we had a good registration.

On Sunday, we registered 210 active members, 55 associate members, 19 male guests, 226 female guests, or a total of 510, and we took in \$1,530.00.

On Monday, we registered 51 active members, 37 associate members, 20 male guests, 55 female guests, for a total of 163. We took in \$484.00.

On Tuesday, we registered 46 active members, 20 associate members, 15 male guests, 37 female guests, or a total of 118, and we took in \$354.00.

On Wednesday, we registered 15 active members, 12 associate members, 19 male guests and 12 female guests, or a total of 58. We took in \$174.00.

The totals are as follows: 322 active members, 124 associate members, 73 male guests, 330 female guests, and the total is 849. We took in \$2,547.00. (Applause)

PRESIDENT BULGER: You have heard the report of the Registration Committee. What is your pleasure?

CHIEF JAMES GROTE of Chester, Connecticut: I move the acceptance of this report.

(This motion was then duly seconded by Chief Jellison of Maine and was carried, unanimously.)

PRESIDENT BULGER: At this time, we are going to hear from our Program Chairman, Chief James Brennan of Salem, Massachusetts.

**REPORT OF THE PROGRAM COMMITTEE**

**Chief James Brennan  
Salem, Massachusetts**

Mr. President and members of the Association. The Program Committee, consisting of Chief Joe Cremo of Portland, Bob Ulm of East Hampton, Massachusetts and myself wish to thank all of the participants who took part in the program for their expertise and ability to get across the message.

To the Moderators, Chief V. Paul Leddy, Chief M. J. Fox, Chief Vincent Giberti and Chief Lewis C. Burton, we say a big Thank you, and especially to you, the members of the Association, our thanks, too, for believe me, Fellows, if it hadn't been for you and your fine attendance, this Program would not have been the success that it has been.

We also want to thank our photographer, Eddie, who has done his usual good job.

We do want to thank Miss May, whose services are a very necessary part of our Conference, for her expert handling of matters.

We hope that all members of the Association have been satisfied with the Program and perhaps have been helped in some manner to bring something back to their communities which will be a help to the society.

Thank you, Gentlemen. (Applause)

PRESIDENT BULGER: And thank you, Chief Brennan, for a job well done. You have heard the report of our Chairman of the Program Committee. Do I hear a motion to accept the report?

CHIEF EDWARD BOROWEIC of Chicopee, Massachusetts: I move the acceptance of the report of the Program Committee.

(This motion was then duly seconded by Chief Quinlan of Somerville and other members present, and was carried, unanimously.)

PRESIDENT BULGER: We are now going to hear a report from our Chairman of Entertainment, who has worn many hats at this conference. I know he has a few words for you at this time.

SECRETARY KIMBALL: Our Entertainment Committee, this year consisted of Chief Tom Hayes of East Haven, Connecticut, Chief Andrews and myself. We discussed the entertainment at both the October and May meetings. Monday night, we had that fine picture from the Boston Fire Department and slides of the Wentworth Hotel, as well as a discourse on the Chelsea tank fire and the square dancing by Arthur and Jean Tufts.

We discussed the Tuesday evening entertainment, and the fact that we had had a vaudeville show for many, many years, and we have seen the same acts over and over again, sometimes. I told Tom and Earl about the Gateway Guardsmen, as I had heard them on several occasions, and the three of us decided that we would have them, and I hope you like them. I have had many fine compliments that it was a wholesome entertainment and I am sure it was enjoyed by all who were there.

Next year, I am rather hopeful that our Past President, who will still be a Director, will be appointed as Chairman of the Entertainment Committee, again.

Thank you. (Applause)

PRESIDENT BULGER: It may be a challenge for me, after what you did this year, Mr. Chairman, and as they say in the trade, that's a tough act to follow. Do you wish to accept this report, Gentlemen?

CHIEF CARMI DUSO of Vermont: I move the acceptance of the report of the Entertainment Committee.

(This motion was then duly seconded by Chief Raymond Pratt of Burlington, Vermont, and was carried, unanimously.)

PRESIDENT BULGER: We have arrived at the point in our agenda that I have waited for for nearly ten years to come, and in paying our recognition to those who have served this Conference, I would certainly be remiss if, at this time, I did not call some attention to the very able services that are rendered to all of us by our Sergeant-at-Arms, Chief William Dooling. I am in his debt for what he has done here continually throughout the Conference to help us and assist us in every way. (Applause)

Before we go on to the nomination of Officers for the coming year, I should like to say, now, that it has been a great privilege and an honor to serve you, for I come from a very small community, as you all know, and right at this time I have just about fulfilled the duties of the office of President of this Association. I should like to close my term with just a little excerpt of poetry, which goes like this:

I would rather be a **could be**  
If I could be an **are**,  
For a **could be** is a **may be**  
With a chance of touching par.  
I would rather be a **has been**  
Than a **might have been** by far,  
For a **might have been** has **never been**  
But a **has been** was once an **are**!

Thank you, Fellows! (Applause)

We shall now proceed to the nominations and the election of our officers for the coming year in this New England Association of Fire Chiefs, Inc., and the first Chair to fill, of course, is that of the Presidency. Do I hear any nominations for the Office of President?

CHIEF EDWARD BOROWEIC of Chicopee, Massachusetts: Mr. President, it is my pleasure and a privilege to nominate for the Office of President of this Association Chief Robert F. Ulm of East Hampton, Massachusetts.

CHIEF SCHNEIDER of Agawam, Massachusetts: I will second that nomination of Chief Ulm.

FIRE CHIEF TOMBENO of Concord, Massachusetts: Mr. President, I move that nominations be closed and that the Secretary cast one ballot for the election of Chief Robert F. Ulm as President of this Association for the ensuing year.

(This motion was then duly seconded by many of the members present, and was carried, unanimously.)

(The ballot was then cast by the Secretary.)

PRESIDENT BULGER: The ballot having been cast, I declare Chief Robert F. Ulm duly elected as President of this Association for the ensuing year. (Applause)

(The Sergeant-at-Arms then escorted President Robert F. Ulm to the rostrum.)

PRESIDENT ROBERT F. ULM: Thank you very much! It is indeed an honor and a privilege to accept, officially, the office of the Presidency of the New England



Association of Fire Chiefs, Inc. I fully realize that in order to maintain and run an official organization such as this, it takes many people, and with the help of the incoming officers and the anticipation of your full cooperation, each and every one of you, I shall endeavor to provide the leadership necessary to give us another successful year.

I can only promise you one thing, and that is that in 1970 we will have much better weather!

Thank you very much! (Applause)

My first official duty as President is to present the Past President's Badge to our outgoing President. It is a pleasure and a privilege, as well as an honor to present this Badge to a man who has had such a successful year as George Bulger has had; on behalf of every member of this organization, I wish to express our sincere appreciation for a successful year and a very excellent Conference! (Applause)

IMMEDIATE PAST PRESIDENT GEORGE BULGER: Thank you very much, Mr. President.

PRESIDENT ULM: Also, it is my pleasure to present this gift to you as a token of our appreciation (handing envelope to Immediate Past President George Bulger).

IMMEDIATE PAST PRESIDENT GEORGE BULGER: I can only repeat, thanks again for your cooperation, always! (Applause)

PRESIDENT ULM: The next business on the agenda is the nomination and the election of a First Vice-President. Do I hear nominations for that office?

CHIEF EDWARD MONGEON of Woonsocket: Mr. President, I would like to place in nomination the name of Chief Romeo Monast, for the office of First Vice-President.

CHIEF MICHAEL J. FOX of East Providence, Rhode Island: I will second the nomination of Chief Monast.

PRESIDENT ULM: Are there any further nominations for the office of First Vice-President of this Association?

CHIEF ROSE of North Kingston, Rhode Island: Mr. President, I move that nominations be closed, and that the Secretary cast one ballot for the election of Chief Romeo Monast for the office of First Vice-President for the ensuing year.

(This motion was then duly seconded by many of the members present, and was carried, unanimously.)

(The ballot was then cast by the Secretary.)

PRESIDENT ULM: The ballot having been cast, I declare Chief Romeo Monast duly elected as First Vice-President of this Association for the ensuing year.

(First Vice-President Romeo Monast was then escorted to the rostrum by the Sergeant-at-Arms.)

FIRST VICE-PRESIDENT ROMEO MONAST: Gentlemen, I wish to thank all of you most sincerely for having confidence in me and promoting me to the First Vice-Presidency of this Association, and I pledge to do my best to take care of everything! (Applause)

PRESIDENT ULM: The next office that is open for nominations is that of the Second Vice-President.

CHIEF GUY FOSS of New Hampshire: Mr. President, I believe it is New Hampshire's turn to nominate a Second Vice-President, and I nominate Chief John Donovan for that office for this coming year.

CHIEF GILPATRICK: I will second that nomination.

PRESIDENT ULM: Are there any further nominations for this office?

A CHIEF from Rhode Island: Mr. President, I move that nominations be closed, and that the Secretary cast one ballot for the election of Chief Donovan to the office of Second Vice-President for the ensuing year.

(This motion was then duly seconded by several of the members present, and was carried, unanimously.)

(The ballot was then cast by the Secretary.)

PRESIDENT ULM: The ballot having been cast, I declare Chief Donovan duly elected as the Second Vice-President of this Association for the ensuing year. (Applause)

(Chief Donovan was then escorted to the rostrum by the Sergeant-at-Arms.)

SECOND VICE-PRESIDENT JOHN DONOVAN: Gentlemen, thank you for your confidence in me. I shall do the best I can for the Association. (Applause)

PRESIDENT ULM: We now come to nominations for the office of Secretary of this Association for the coming year.

CHIEF MORSE of Ashland, Massachusetts: I would like to take this opportunity to nominate our present Secretary, Chief Albert W. Kimball, for the office of Secretary for the ensuing year.

CHIEF ALFRED WRIGHT of White River, Vermont: I will second the nomination of Chief Albert W. Kimball as Secretary of this Association.

CHIEF ALFRED KOLTONSKI of Rutland, Vermont: Mr. President, I move that nominations be closed, and that the President cast one ballot for the election of Albert W. Kimball as Secretary of this Association for the ensuing year.

(This motion was then duly seconded by several of the members present and was carried, unanimously.)

PRESIDENT ULM: I have cast one ballot for the election of Secretary Albert W. Kimball, for the ensuing year. And I declare him so elected. (Applause)

SECRETARY ALBERT W. KIMBALL: Fellows, all I can say is that I will do everything I can to make our organization grow and be even more successful next year. Thank you very much! (Applause)

PRESIDENT ULM: We now come to the office of Treasurer of this Association; nominations are now open for that office.

CHIEF JAMES GROTE of Chester, Connecticut: I wish to nominate Chief Albert W. Kimball for the office of Treasurer of this Association for the ensuing year.

A CHIEF from Vermont: I will second the nomination of Chief Kimball for the office of Treasurer.

PRESIDENT ULM: Are there any further nominations for the office of Treasurer of this Association?

CHIEF JAMES BRENNAN: Mr. President, I move that nominations be closed, and that the President cast one ballot for the election of Chief Albert W. Kimball as Treasurer of this Association for the ensuing year.

(This motion was then duly seconded by Chief Raymond Pratt and other members present and was carried, unanimously.) (Applause)

PRESIDENT ULM: I have cast the ballot, electing Chief Albert W. Kimball as Treasurer of this Association for the ensuing year. (Applause)

TREASURER ALBERT W. KIMBALL: Fellows, thank you very much. You know, we're doing pretty good; as far as our finances are concerned, we have no problems. We have fellows like Bill Young, who turns in a couple of thousand dollars, and also Al Koltonski who turns in a like amount. And, the dues have been coming in this year tremendously. It is a pleasure to serve you as Treasurer, and I want to make just one remark, if I may, Mr. President, as Secretary and Treasurer.

If any of you fellows have anything that you would like to have presented for entertainment—I meant to say this under the Entertainment Committee Report—for 1970, please drop me a line and give me the information so that I can turn it over to whoever the new Entertainment Chairman is going to be.

We are here to serve you and give you what you want. Thank you very much. (Applause)

PRESIDENT ULM: We now come to the nominations to elect State Directors, and first, we have the State of Maine, and nominations are now open.

CHIEF JOSEPH CREMO of Portland, Maine: Mr. President, it is my pleasure to nominate as Director from the State of Maine Chief Ralph L. Bragdon of South Portland, Maine, for the office of Director from the State of Maine.

(This nomination was then duly seconded by several of the members present.)

PRESIDENT ULM: Are there any further nominations for the office of Director from the State of Maine?

CHIEF TED JELLISON of Maine: Mr. President, I move that nominations cease and that the Secretary cast one ballot for the election of Chief Ralph Bragdon as Director from the State of Maine.

(This motion was then duly seconded by several of the members present and was carried, unanimously.)

(The ballot was then cast by the Secretary.)

PRESIDENT ULM: The ballot having been cast by the Secretary, I declare Chief Ralph Bragdon duly elected as Director from the State of Maine of this Association for the ensuing year. (Applause)

(Chief Bragdon was then escorted to the rostrum by the Sergeant-at-Arms.)

CHIEF RALPH BRAGDON: Thank you very much, Gentlemen, and I will do my best, I can assure you! (Applause)

PRESIDENT ULM: We now move to the State of New Hampshire; nominations are now open for the office of Director from that State.

CHIEF WALTER MESSER of Keene, New Hampshire: Mr. President, I should like to place in nomination the name of Chief John Devine of Manchester, New Hampshire, as Director from the State of New Hampshire for the coming year.

CHIEF WEEKS of Portsmouth, New Hampshire: I will second that nomination of Chief John Devine.

PRESIDENT ULM: Are there further nominations from the floor for this office?

CHIEF GUY FOSS of New Hampshire: Mr. President, I move that nominations cease, and that the Secretary cast one ballot for the election of Chief John Devine of Manchester as Director from New Hampshire for the ensuing year.

(This motion was then duly seconded by several of the members present, and was carried, unanimously.) (Applause)

(The ballot was then cast by the Secretary.)

PRESIDENT ULM: The ballot having been cast by the Secretary, I declare Chief John Devine of Manchester, duly elected as the Director of this Association from the State of New Hampshire. (Applause)

(Chief Devine was then escorted to the rostrum by the Sergeant-at-Arms.)

CHIEF JOHN DEVINE of Manchester, New Hampshire: Thanks for expressing your confidence in me, and with God's help, I will serve you, the members of the Association, to the best of my ability. (Applause)

PRESIDENT ULM: We now come to the State of Vermont and nominations are now open for the office of Director from that State.

CHIEF ALFRED T. WRIGHT, White River Junction, Vermont: Mr. President, I would like to place in nomination the name of Raymond Pratt of Burlington, Vermont, for the State Director from Vermont.

CHIEF ALFRED KOLTONSKI of Rutland, Vermont: I will second the nomination.

PRESIDENT ULM: Are there any further nominations for the office of Director from the State of Vermont?

CHIEF CARMi DUSO of Vermont: Mr. President, I move that nominations be closed, and that the Secretary cast one ballot for Chief Raymond Pratt, as Director from the State of Vermont.

(This motion was then duly seconded by many of the members present, and was carried, unanimously.) (Applause)

(The ballot was then cast by the Secretary.)

PRESIDENT ULM: The ballot having been cast by the Secretary, I declare Chief Raymond Pratt duly elected as Director from the State of Vermont for the ensuing year. (Applause)

(Chief Pratt was then escorted to the rostrum by the Sergeant-at-Arms.)

CHIEF RAYMOND PRATT: Thank you very kindly, Gentlemen. I shall try to do everything I can during the coming year. It is an honor and privilege for me to be a Director of this Association. (Applause)

PRESIDENT ULM: We now come to the great State of Massachusetts; nominations are now open for Director from that State.

CHIEF PECK of Massachusetts: Mr. President, I wish to nominate Chief Whittemore as Director from the State of Massachusetts.

CHIEF SNYDER: I will second that nomination.

PRESIDENT ULM: Are there further nominations from the State of Massachusetts?

CHIEF WIGGINS: I move that nominations be closed, and that the Secretary cast one ballot for Chief Whittemore of Yarmouth to represent the State of Massachusetts as its Director.

(This motion was then duly seconded by several of the members present and was carried, unanimously.) (Applause)

(The ballot was then cast by the Secretary.)

PRESIDENT ULM: The ballot having been cast by the Secretary, I declare Chief Whittemore of Yarmouth duly elected as Director from the State of Massachusetts for the ensuing year. (Applause)

(Chief Whittemore was then escorted to the rostrum by the Sergeant-at-Arms.)

CHIEF WHITTEMORE: Thank you, Gentlemen. I pledge to do my best to support President Ulm in the pursuit of his endeavors and for the Conference next year. (Applause)

PRESIDENT ULM: From the State of Rhode Island, nominations are now open for a Director.

CHIEF HENRY LAWTON: Mr. President, I would like to nominate Earl Andrews as Director, from the State of Rhode Island, for the coming year.

(This nomination was then duly seconded by several of the members present.)

PRESIDENT ULM: Are there any further nominations from the floor?

CHIEF SALISBURY: Mr. President, I move that nominations be closed, and that the Secretary cast one ballot for the election of Chief Andrews as Director from the State of Rhode Island for the ensuing year.

(This motion was then duly seconded by several of the members present, and was carried, unanimously.) (Applause)

(The ballot was then cast by the Secretary.)

PRESIDENT ULM: The Secretary having cast the ballot, I declare Chief Earl Andrews duly elected as Director from the State of Connecticut, for the ensuing year. (Applause)

(Director Andrews was then escorted to the rostrum by the Sergeant-at-Arms.)

CHIEF EARL ANDREWS: Once again, may I thank you for electing me as your Director from the State of Rhode Island, and I want to assure you that I will do the best I can for the good of the Association! (Applause)

PRESIDENT ULM: Finally, we come to the great State of Connecticut, if I may say that, Jim, and nominations are now open for a Director from Connecticut for the coming year.

CHIEF JAMES GROTE of Chester, Connecticut: Mr. President, it is a pleasure and a great privilege—can you all hear me—to nominate our good Director, Chief Thomas Hayes of East Haven, Connecticut, to be our Director for the coming year, with the help of God.

PRESIDENT ULM: If any of you didn't hear that, that was Chief Grote of Chester, nominating Chief Tom Hayes of East Haven, Connecticut, for Director for the coming year.

CHIEF EDWARD CURTIN of Hartford, Connecticut: Mr. President, Jim Grote called on God for help. May I second his nomination.

PRESIDENT ULM: Are there any further nominations for the office of Director from the State of Connecticut?

CHIEF RAY POTTER: Mr. President, I move that nominations cease, and that the Secretary cast one ballot for the election of Chief Hayes as Director of this Association for the coming year.

(This motion was then duly seconded by several of the members present and was carried, unanimously.) (Applause)

(The ballot was then cast by the Secretary.)

PRESIDENT ULM: The ballot having been cast by the Secretary, I declare Chief Hayes duly elected as Director from the State of Connecticut for the ensuing year. (Applause)

(Chief Hayes was then escorted to the rostrum by the Sergeant-at-Arms.)

CHIEF THOMAS HAYES: Once again, Fellows, with the help of the Lord and all that Eddie Curtin had in mind, I certainly appreciate your confidence in me, and I will be back to help in every possible way that I can during the next year, in order to make it a most successful year. Thank you very much! (Applause)

PRESIDENT ULM: That completes the slate of officers for the year of 1969-1970.

We now come to the item of the salary of the Secretary, and I await your pleasure.

CHIEF GORMAN: I rise to move that the compensation for the Secretary and Treasurer be in two parts as it was last year, with no disparity.

PRESIDENT ULM: We have to take them separately.

CHIEF GORMAN: Then I move that the compensation for the Secretary be the same as it was last year, with no disparity.

(This motion was then duly seconded by several of the members present and was carried, unanimously.)

PRESIDENT ULM: And now, the salary of the Treasurer.

CHIEF GORMAN: Mr. President, I move that the salary of the Treasurer remain the same as last year, with no disparity.

(This motion was then seconded by the Chief of Ware, Massachusetts, and many other members present, and was carried, unanimously.)

PRESIDENT ULM: You are all safe for another year, I am sure.

PRESIDENT ULM: We come, now, to the Conference site. First, are there any communications, Mr. Secretary?

SECRETARY KIMBALL: A few years ago, we used to have two or three communications, but I still have only one, which is under today's date, addressed to the New England Association of Fire Chiefs, The Wentworth, New Castle, New Hampshire, and it reads as follows:

"Gentlemen:

"We have your dates secured through 1971. We are saving June 18-22, 1972, for your wonderful group, pending your definite confirmation.

"I hope I will be here to greet you, as I have been for the last quarter of a century, but if I am not, J. B. will be on hand to carry on. Actually, J. B. tells me he has many improvements in mind, so it should be better than ever.

"Sincerely,  
"Jim Smith"

By the way, Fellows, next year will be our 25th Anniversary here at the Wentworth.

PRESIDENT ULM: You have heard the communication, which is the only communication, inviting us to be present here in 1972 for our Conference. What is your pleasure?

CHIEF WALTER CARTER of Lynn, Massachusetts: May I ask the Secretary if there are any other dates available in that year?

SECRETARY KIMBALL: That is the third week of June. We are just dropping back a day. It is the same as this year, but the calendar changes; that is what makes the difference.

CHIEF ALFRED KOLTONSKI of Rutland, Vermont: Mr. President, I move that we accept the invitation of The Wentworth-By-The-Sea for 1972, June 18-22.

CHIEF JAMES GROTE of Chester, Connecticut: Mr. President, I would like to second the nomination to come back here in 1972. Where could you find a nicer place to enjoy yourselves?

PRESIDENT ULM: Is there any discussion on the motion? Hearing none, all those in favor of the motion will please say "aye." Those opposed by the opposite sign?

(There was a chorus of "ayes" and the motion was carried, unanimously.)

PRESIDENT ULM: Our genial host, Jim Smith, has asked permission to say a few words, and I am going to ask the Sergeant-at-Arms to bring him in to our meeting.

MR. JAMES B. SMITH of The Wentworth-By-The-Sea: Gentlemen, I think since the morning after April 28th, we have a better appreciation of what you people go through. I couldn't help but think, when the garage collapsed, it reminded me of Dante's Inferno; it really looked like a bit of hell, if anything ever did. It was a pretty severe shock, needless to say, and it was just four days before the opening of the hotel.



We have been terribly busy since then, trying to house 225 employees. We have bought a motel, a couple of houses, half a dozen trailers, and our common house, hotel rooms, and somehow we kept on going, as I knew we would.

If we hadn't lost a very dear friend, Francis Call, it might have been, regardless, a blessing in disguise—a pretty thick disguise. The dormitories were a constant source of apprehension to us, because they were the only part of the building that did not have the sprinklers, and, even though we tried to give them watchman's service, watchmen are only human, and we knew that those boards were dry from years of being there. We just worried about them continuously, but we weren't in a position to do much about it.

Francis, who passed on at the time of the fire, came to The Wentworth with me; every year, he showed up with the forsythia and the jonquils, as regularly as clock work, and he polished the silver. He was a funny little guy. He never seemed to want to do anything else beside polish silver; I thought he was the best in the world, and what a wonderful thing it was to do that job so wonderfully. We do miss him tremendously. We are going to name our first dormitory after him. And fortunately, we have a photograph of him which we can have enlarged. Incidentally, he was in his sixties, in not too good health, and we do miss him a great deal. I couldn't help but think of how the parents of those who have died in Viet Nam must miss their loved ones in a conflagration that makes no more sense, in my opinion, than the fire in back of The Wentworth.

But, it is a long road that has no turn, and it is a dark cloud that has no silver lining. We have had messages from hotel men and friends all over the country.

Our friends and neighbors were simply magnificent; they sent over cakes and pies, and they housed many of our employees.

My fellow hotel men in Portsmouth sent over furniture for the dorms, but I think probably the most magnificent gesture of all was made by my competitor and long-time friend, Bill Cotter at the Farragut Hotel. He said to take the Farragut and use it any way you want, "until my opening." And I thought that that was really wonderful.

We haven't had too much time to really think about our plans, but I think we are going to have the garden type of dormitories, very simple, but much more effective than we did have. And, we are going to have the older girls with the older girls and the youngsters with the youngsters, for there is quite a generation gap there, I must admit.

We are going to have the dishwashers strictly with the dishwashers, and there is a gap there, too.

We think that when we get this housing completed, it will give us access to a much better type of employee, thus improving our service.

We haven't forgotten the New England Association of Fire Chiefs, and I am sure that by the time you get here next year, while this is not an unequivocal promise because we don't know yet which way we will go, but I am sure we will have a building for the Exhibits.

I want to express my appreciation to all of you Fire Chiefs, and especially to Chief Young for all he did in handling the Exhibits this year, under difficult arrangements, but in such a masterful manner, and to Herb Whitney, who has been indefatigable in trying to trace the sources of this fire. As you know, out of hundreds of thousands of people, in my opinion, you get somebody who will shoot President Kennedy, and you will also get somebody to start a fire—and that is the way life is.

I remember a number of years ago, we had a fire in one of our maid's closets. Coley was with us—many of you old-timers will remember him—and he was a great handyman. When I got over here, five minutes after the fire started, he had hoses going all over the place; he was really good. As usual, we called the Portsmouth Fire Department, and by the time they got here, the fire was out.

We have really been thinking that some screwball started this fire, but we couldn't put our hands on the man until we went down to the Flamingo Hotel in the winter time, and we had a fire there. We got that out. Then, one day a man came in and mentioned to the cashier:

“Do you know that you have a fire bug on your staff?”

And he passed it on to me. I called the Miami Beach Fire Department and in thirty minutes, we had him. The matter came up in Court, and that was before I left, in the early part of April, and I shall never forget the court room that day, jammed with 25 or 30 cases. Ours was the last case, and by that time there was only myself and somebody else there; it was early afternoon, and the Judge looked at us and he said:

“Well, people don't go around setting fires without a reason. I am going to have a psychiatrist look at the defendant.”

With that, I had to come back to the Wentworth and get preparations readied, here. Three weeks later, I was sent a clipping in the Miami Herald, saying that despite the fact that they had had this confession, they turned this guy scott free.

So we know that if there is somebody who is doing this, a break may come somewhere along the line. And, some of you fellows might hear something, and if you do, let Herb Whitney or myself know.

It is my own opinion that if it were a started fire, Herb has gone over this staff so carefully that, whoever it is, has left the staff, now.

Gentlemen, thank you very much for your warm friendship over the years, your attendance, and everything you have done to help us through these difficult days. (Applause)

PRESIDENT ULM: Thank you very much, Jim. I know that I speak for all of the members of the organization when I say that we are grateful for the efficient manner in which you conducted this Conference, and we thank you for the many favors you offered to all of us. (Applause)

It is now my duty to make a few appointments for the coming year. The photographer is the first one, and I appoint our present efficient, genial photographer, Ed Carroll.

And for our Press Representative, who is not here at the moment, but I think we had one of the best coverages ever, and as you heard at our Banquet, this is the first time that we have had television coverage, and I saw it last night on Channel 7 and it was a full and excellent coverage of the activities here, so I would appoint our Press Representative, Frank Mahoney, for he did a fine job this year! (Applause)

QUESTION: Are these two at the same salary as last year?

PRESIDENT ULM: We doubled it! (Laughter)

For our Sergeant-at-Arms, I appoint Chief Bill Dooling . (Applause)

For our Chaplains, I appoint the Reverend Father Auguste Delvaux, who could not be with us here this morning, and the second Chaplain will be appointed at a later date.

The Association's Surgeon is Dr. Carl Irwin, of Bangor, Maine.

This concludes the appointments to be made at this time.

Before we adjourn, is there any other business or any remarks to be brought before this Association, for the good of the Association?

CHIEF BURTON: I move that we give our officers for the past season and all of the committees a rising vote of thanks.

(This motion was then duly seconded by several of the members present and was carried.)

PRESIDENT BEADLE OF IAFC: May I, on behalf of the members of the International Association of Fire Chiefs, offer our services to this wonderful Association whenever and wherever we can be of assistance, and this is from the bottom of my heart, for taking me into your warmth and allowing me to sit in on your meetings. I mean this sincerely.

PRESIDENT ULM: Thank you very much, President Beadle, and we hope you will be with us again next year.

Is there any further business to come before this meeting at this time, Gentlemen?

If not, I shall entertain a motion to adjourn.

CHIEF JAMES BRENNAN of Salem, Massachusetts: Mr. President, I move that we adjourn.

(This motion was then duly seconded by many members present, and was carried.)

(Whereupon, the 47th Annual Conference of the NEW ENGLAND ASSOCIATION OF FIRE CHIEFS, INC. was adjourned at 11:10 o'clock a.m. on June 26, 1969.)

# BY-LAWS

## NEW ENGLAND ASSOCIATION OF FIRE CHIEFS, Inc.

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### ARTICLE 1

#### THE OFFICERS

**Section 1.** The officers of this corporation shall consist of a President, First Vice President, and Second Vice President, a Secretary, Treasurer and a Vice President for each of the six New England States who shall hold their offices for one year or until their successors are elected. All of said officers shall be elected by ballot at the annual meeting. Following the first election of officers, none but active members "Active Chiefs" shall be elected to office. Provided, however, that all officers elected at the first election in a retired status, may continue to hold such office subject to uninterrupted re-election to that office. A candidate for election as a State Vice President must be a resident of the particular State concerned.

### ARTICLE II

#### THE BOARD OF DIRECTORS

**Section 1.** There shall be a Board of not more than twelve (12) Directors, consisting of the President, First Vice-president, Second Vice president, Secretary, Treasurer, the Vice-president from each state and the immediate past President as a Director for one year. The Board shall meet at the time and place designated by the President. Only the actual expenses of the Board shall be paid by the corporation. Each member of the Board shall have one vote, even though he be a member by virtue of holding more than one office notwithstanding.

**Section 2.** Three members of the Board of Directors, selected by the President, shall constitute the Auditing Committee.

### ARTICLE III

#### DUTIES

**Section 1.** It shall be the duty of the President to preside at all meetings of the corporation and the Board of Directors, and perform such other duties as may be incident to his office.

**Section 2.** It shall be the duty of the Senior Vice-President to perform the duties of the President during his absence.

**Section 3.** It shall be the duty of the Secretary to keep a complete record of the proceedings of special and annual meetings of the corporation, the meetings of the

Board of Directors; and the standing committees, of which he shall be an ex-officio member; to receive and answer all communications pertaining to the corporation; cause to be prepared a full report of the proceedings of each annual meeting, which report shall be printed in pamphlet form and one or more copies mailed by him to each member of the corporation within ninety (90) days of such annual meeting.

He shall receive all communications, contributed papers on topics, etc., designed to be presented to the meeting. He shall collect all monies due the corporation and pay the same over to the Treasurer previous to final adjournment of the annual meeting and all at other times when funds in his possession amount to One Hundred (\$100.00) Dollars taking his receipt therefor and shall keep a correct account of the same.

He shall also employ such assistance as he may need for the collection of dues at the annual meetings and report the proceedings of the same and other such expenditures for clerical assistance at other times as may be approved by the Auditing Committee, and he shall execute a bond to the corporation in the sum of One Thousand (\$1000.00) Dollars to be approved by the Board of Directors, the expense of procuring the same to be borne by the corporation. The salary of the Secretary to be fixed annually at the meeting of the corporation. He shall also perform such other duties as shall be assigned to him by the President and Board of Directors. He shall at all times retain a sufficient sum in his possession to defray the necessary incidental expenses of the office, but he or any other officer shall not assume an indebtedness exceeding One Hundred (\$100.00) Dollars without the approval of the Board of Directors. The Secretary shall have in addition all the powers and duties of a, "Clerk", under the Laws of the Commonwealth of Massachusetts. He shall be a resident of Massachusetts as required by said Laws. He shall be sworn to the faithful performance of his duties upon taking office.

**Section 4.** The Treasurer shall have the custody of the funds of the corporation; he shall receive all monies from the Secretary except what is necessary for the expenses of the latter's office, giving his receipt therefor; keep a true account of all monies received and disbursed; pay all the bills after the same have been approved by the Auditing Committee, signed by the President, and countersigned by the Secretary; and at the Annual Meeting of the corporation make a full and correct report of the same, and he shall execute a bond to the corporation in the sum of Two Thousand (\$2,000.00) Dollars, to be approved by the Board of Directors, the expense, if any, of procuring same to be borne by the corporation. The salary of the Treasurer shall be fixed annually by the corporation at its annual meeting.

**Section 5.** It shall be the duty of the Board of Directors to transact all the business of the corporation during the time intervening between the annual meetings. They shall have the full power to expunge from the minutes before printing, anything that is objectionable to the corporation or its members. They shall make arrangements for adequate means of transportation for carrying members to and from the place of holding the annual meetings of the corporation, following their election, and communicate such arrangements to the members by letters, circulars and otherwise. The Board of Directors shall fill any vacancies occurring by death or otherwise during the time from one annual meeting to another; and may by vote of two-thirds of the total number of Directors remove any officer for cause. A quorum of five (5) Directors shall be required to transact any business. The Board of Directors shall have the power to make charitable donations, including memorial

and sickness remembrances, to members and their families, and other persons and communities, who suffer financial losses and hardships through death, sickness, injury, conflagrations and catastrophes.

#### ARTICLE IV

##### ANNUAL MEETING

**Section 1.** The annual meeting of the corporation shall be held each year during the month of June at such place as the annual meeting three years prior thereto shall designate, and upon such date in the month of June as the Board of Directors and Chief of Fire Department of the city in which the annual meeting shall determine, and twenty members shall constitute a quorum to transact business. The first annual meeting making the designation following the passage of this amendment shall designate the place of the annual meeting for each of the three years next following said meeting.

**Section 2.** Special meetings of the corporation may be called by the Board of Directors upon at least ten (10) days notice by mail to the members, said notice stating the time, place and purpose of said special meeting.

**Section 3.** Chiefs inviting the corporation to hold its annual meetings in their cities may understand that the corporation expects and requires that their cities may furnish, without cost, a hall suitable for holding the sessions of the corporation, an exhibition hall of ample size to accommodate the apparatus, equipment, etc., that may be reasonably expected to be offered for exhibition, and suitable grounds for testing of pumpers, trucks and other apparatus and appliances. The necessary fire engines, hose, nozzles and a sufficient number of men to carry out the tests as may be required by the Exhibit Committee. The exhibit hall and the testing grounds shall at all times be under the sole control of the Exhibit Committee and under such rules as they may adopt. Entertainments, such as the Entertainment Committee may wish to arrange for, must not interfere with the business program of the corporation.

**Section 4.** Nothing in Section 1 shall be construed as prohibiting the Board of Directors in case of extraordinary emergencies from changing the place of meeting.

**Section 5.** A registration fee shall be charged every person registering at the annual meeting, the amount to be determined by the Board of Directors.

**Section 6.** The Board of Directors shall have full power to levy an assessment and collect from the members an amount sufficient to cover the entire expenses of the annual meeting.

**Section 7.** The President shall appoint all committees, and all standing committees shall be appointed at the first session of each annual meeting.

**Section 8.** Time as specified by the Exhibit Committee shall be reserved for the exhibitors to display their various articles and improvements in fire apparatus.

**Section 9.** All papers to be presented to any meeting of the corporation shall be forwarded to the Secretary thirty (30) days prior to date of such meeting; and he may cause them to be published without expense to the corporation in the Fire Journals of the country.

**Section 10.** The Secretary and Treasurer of this corporation shall receive such sum for his services in both offices if he shall be one and the same person, or their services if the offices be held by different persons such sums annually as may be fixed by the corporation at the annual meeting.

**Section 11.** A portion of the first day of the annual meeting shall be set apart for the holding of services in memory of deceased brothers.

**Section 12.** The election of officers and the selection of the place for holding the annual meeting shall take place on the last day of the annual meeting.

## ARTICLE V

### MEMBERSHIP

**Section 1.** The membership shall consist of: A. Active; B. Associate; C. Honorary Life; D. Life. A. **Active Members**—"Active Chiefs", and Ex-Chiefs of Fire Departments, Fire Commissioners, Chiefs or Superintendents of Insurance Patrols and Chiefs of Private Fire Departments. Dues \$5.00 annually, payable in advance on June 1st of each year. B. **Associate Members**—City or Town Officials, Assistant or Deputy Chiefs or members of fire departments, individuals representing firms and corporations interested in the protection of life and property against fire. Dues \$5.00 annually, payable in advance on June 1st of each year. C. **Honorary Life Members**—Honorary Life Membership may be conferred upon active members upon their retirement from office, provided they have been members of the corporation or its predecessor, the New England Association of Fire Chiefs for a period of five years immediately preceding the date of their retirement, and provided further that they are not identified with fire protection—from a commercial standpoint. Honorary Life Membership carries all the privileges of active membership without dues. D. **Life Membership**—First. Individuals, firms and corporations interested in the protection of life and property against fire shall be eligible to life membership upon payment of \$100.00. Second. The corporation may, by a majority of the members present at the annual meeting, elect any associate member to life membership without payment of any fee; and any member so elected shall thereafter be exempt from dues for life.

**Section 2.** No member who is in arrears for dues and assessments for one year shall be entitled to vote at any meeting of the corporation, and any member who is in arrears for two consecutive years shall be dropped from membership.

**Section 3.** Associate and Life Members shall be entitled to all the privileges of membership in the corporation except the right to vote.

**Section 4.** Applications for all classes of membership shall be first approved by the Credentials Committee. A majority vote of the corporation members, present and entitled to vote shall be required for election to membership.

**Section 5.** The Secretary shall not register or give a badge or extend any courtesies of the annual meeting to any member whose dues and assessments are not paid to date in full. This provision does not apply to those members not required to pay dues, representatives of the press and those persons accompanying members who are permitted to attend the meetings as guests of members.

**Section 6.** All members of the New England Association of Fire Chiefs, a voluntary association organized July 12, 1922, are hereby made members of this corporation in the same class of membership which they now hold in said Association, subject to their acceptance of said membership and the rights and duties incident thereto.

**Section 7.** No member shall be expelled from membership by vote of less than a majority of all members of the corporation, nor by a vote of less than three-fourths ( $\frac{3}{4}$ ) of the members present and voting on such expulsion.

## ARTICLE VI

### AMENDMENTS OF BY-LAWS

**Section 1.** This corporation shall have full power at a meeting called for that purpose, to alter, amend or repeal these By-Laws, but the same shall not be done except by a vote of two-thirds of the members present and entitled to vote at said meeting. However, no such proposed amendment shall be considered that has not been presented and read at a previous meeting of the corporation.

## ARTICLE VII

### RULES OF ORDER

**Section 1.** The presiding officer shall preserve order and decorum. All questions of order shall be decided by him, subject to an appeal by any member.

**Section 2.** In the decision of any question coming before the annual meeting for which no provisions are made in the By-Laws, the presiding officer shall be governed by the rules laid down in Cushing's Revised Manual of Parliamentary Law.

**Section 3.** Every member, when he speaks or offers a motion, shall rise in his place, properly identify himself, and respectfully address the presiding officer and when finished shall resume his seat. He shall confine himself to the question under debate, avoid all improper personal references and indecorous language.

**Section 4.** When two or more members shall arise to speak at the same time, the presiding officer shall decide who shall have the floor.

**Section 5.** A member called to order by the presiding officer shall immediately cease speaking on the question before the house, and shall not resume his remarks until the question is settled.

These By-Laws adopted on September 23, 1959.



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## New England Association of Fire Chiefs, Inc., 1969

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### MAINE

Allen, Earl J., Chief, S. D. Warren Co., Cumberland Mills  
Bagley, Henry W., Chief, Princeton  
Bragdon, Ralph G., Chief, South Portland  
Bulger, George A., Chief, Rumford — Past President 1968-69  
Butler, Richard, Chief, Warren  
Butters, Robert, Chief, Norway  
Chase, Philip A., Chief, Cumberland Center  
Cleaves, Freeman G., Chief, Ex-Chief, Falmouth  
Cochrane, Arthur, Chief, Georgetown, Five Islands  
Constantine, John E., Fire Appliances, Bangor  
Cremo, Joseph R., Chief, Portland  
Denison, Clifford D., Chief, Harrison  
Dodge, Harold A., Chief, 19 West St., Boothbay Harbor  
Dolley, Ernest C., Retired Chief, Westbrook  
Dumais, R. G., Chief, Lewiston  
Dunn, Richard C., Chief, Topsham Air Base, Gardiner  
Edwards, Harold R., Chief, South Paris  
Elms, William E., Chief, Naval Air Station, Brunswick  
Estes, John W., Assistant Chief, Westbrook  
Eugley, Bertrand I., Chief, Lincolnville  
Finch, Ralph B., Howe Fire Appliance, 88 Brook Rd., Portland  
Fortier, Raymond E., Chief, Bath Iron Works, Bath  
Fullerton, Cecil L., Retired Chief, Bath  
Gamache, Ret. Chief George A. Brunswick  
Gardner, Clinton E., Chief, East Machias, Maine.  
Giberti, V. R., Chief, Auburn  
Gibson, Ralph S., Chief, York Beach  
Good, Garth L., Ex-Fire Marshal, 388 Sawyer St., South Portland  
Goold, Henry D., Chief, P. O. Box, Scarborough  
Haddock, Lawrence E., Eastern Fire Protection Co., Lewiston  
Hall, Ralph S., Bethel  
Hammond, Fred, Chief, Sanford  
Hanson, Deputy Chief Philip T., Kittery  
Herrin, Norman A., Chief, Lucerne-in-Maine  
Higgins, John R., Chief, Bar Harbor, Maine  
Holman, Chief Redlon, Jr., Augusta  
Hoyt, Chief Walter G., Eliot  
Irwin, Carl W., M.D., Association Surgeon, 316 Main St., Bangor  
Jellison, Theodore A., Chief, Bangor  
Johnson, Carl P., Retired Chief, Portland  
Judkins, Robert H., Ret. Chief, Augusta  
Kittredge, Russell, Pier Rd., Cape Porpoise  
Knight, Wesley H., Chief, Rockland  
Labbe, George, Chief, Brunswick  
Leighton, Donald E., 2nd Assistant Chief, Westbrook  
MacKinnon, George, Kennebunkport

Marchildon, Donald, Supervisor Fireman Training, Augusta  
McDonough, Thomas G., Retired Chief, 97 Gage St., Augusta  
Metcalf, Charles E., Asst. Chief, Hiram, Me.  
Miller, J. Coleman, Ret. Chief, 158 Court St., Auburn  
**Murphy, James E., Brunswick**  
Murray, K. Wayne, Chief, Cape Elizabeth  
O'Sullivan, Kenneth, Chief, Kittery  
Phillips, William H., State Fire Inspector, 3 Riverton St., Augusta  
Pitney, C. E., Chief U. S. Fleet Activities, Sasebo, Japan  
Randall, Carl D., Chief, Topsham  
**Raymond, Robert W., Chief Sturgeon Fire Brigade, York Harbor**  
Redman, Robert Gayland, Chief, Bucksport  
Richards, Melvin W., Retired Chief, Bar Mills  
**Rosenblad, Wilfred N., Chief, 52 Brook St., Westbrook**  
**Sanborn, Elmer, Chief, Old Town**  
Small, J. Bauer, Chief, Farmington  
Small, Chief Maurice W., Cumberland Center  
Swearingen, Charles W., Chief, Bath  
Varney, Jr., George D., Chief, Kittery Point  
**Waterman, Willard, Chief, New Gloucester**  
Weeks, Francis G., Chief, South Paris  
Wharff, Louis, Chief, Old Orchard  
Winslow, Ernest A., Chief, Yarmouth  
Wood, Raymond E., Chief, 140 South Main St., Brewer  
Woods, Donald E., Chief, Caribou

## NEW HAMPSHIRE

Allen, Robert B., Bliss-Gamewell, North Hampton  
Blanchette, Captain Andrew J., Nashua  
**Boyce, Walter E., Chief, Derry**  
Brown, William K., Chief, Portsmouth Air Force Base Fire Dept., Portsmouth  
Bunce, Robert F., Jaffrey  
Burns, Robert W., Chief, Charlestown  
Butler, James H., Retired Chief, 16 Maple St., Dover  
Callahan, Robert C., Chief, Coordinator—Mutual Aid, Spafford  
Carrier, Martin P., Rochester  
Charest, Warden Leo, Goffstown  
Chase, Jacob A., Chief, Pembroke  
Clapper, Harrison, Assistant Chief, West Lebanon Division, Lebanon  
Coutermarsh, Herman M., Chief, Lebanon  
Davis, Melvin G., Retired Deputy Chief, Concord  
**Devine, Jonn E., Chief, Manchester**  
Delvin, Francis E., Assistant Chief, Jaffrey  
Donovan, Chief John F., University of New Hampshire Fire Dept., Durham  
**Driscoll, David I., Former Supt. Apparatus, Boston Fire Dept., Center Harbor**  
**Driscoll, John J., 5 Messenger St., Lebanon**  
Dupre, Joseph A., Asst. Chief, Exeter  
**Durgin, Roger F., Chief, East Derry**  
Dutton, A. L., Deputy Chief, Milford  
Dyer, Merton S., Chief, Peterborough

Eaton, Acting Chief Richard, Rye  
Edwards, F. W., Deputy Chief, Wilton  
Fahey, John D., Mine Safety Appl., Manchester  
Fitch, Clarence L., Chief, Henniker  
Foley, Albert J., 25 Lowell St., Manchester  
Foss, Guy L., Chief, Wolfeboro  
Freese, Courtland, F. H., Pittsfield  
Fremeau, Edward, Chief, Naval Shipyard, Portsmouth  
Galvin, Chief John G., Grenier Air Base, Manchester  
Garner, S. Bronson, Ex-Fire Commissioner, Box 137, Wolfeboro  
Geer, Russell, Assistant Chief, Manchester  
Gilbert, Robert M., Franchestown Road, Greenfield  
Giles, Earl G., Chief, Concord  
Gilpatrick, Frederic J., Chief, Dover  
Goodwin, James R., Chief, Bow  
Gordon, Charles P., Chief, Rye  
Grady, John, Deputy Chief, Manchester  
Grimes, Alfred E., Asst. Chief, U.N.H., Dover  
Gustafson, Theodore, Chief, Camp Carpenter, Manchester  
Holbrook, Donald, Director of Research, Meadowood F. D., Fitzwilliam  
Howe, Harold W., Retired Chief, Bow  
Hudson, Joseph H., Assistant Chief, Portsmouth  
Jache, William F., Chief, Manchester Tannery F. D., 217 Rosedale Ave., Manchester  
Janvrin, Louis B., Chief, Hampton Falls  
Jenkins, Ernest A., Inspector, State Fire Marshal's Office, R. F. D. 2, Manchester  
Karnis, Theodore H., Chief, New Ipswich  
Lamontague, Lucien, Chief, Berlin  
Lane, Donald, Deputy Chief, Portsmouth  
Lavoie, Raoul, Chief, Salem  
Leach, Paul A., Chief, Jaffrey  
Little, John P., President, Samuel Eastman Company, Inc., Concord  
Long, Paul D., Chief, Hampton  
Lovejoy, Paul L., Chief, Claremont  
Lydon, John R., Assistant Chief, Manchester  
Madden, James C., Retired Chief, 6 Moody St., Derry  
McLaughlin, Comm. J. H., Nashua  
Mercier, Moise H., Chief, Box 24, West Franklin  
Messer, Walter R., Chief, Keene  
Morgrage, Theron J., Chief, Goffstown  
Moody, Edward G. & Son, Inc., Fire Equipment, P. O. Box 130, Nashua  
Morrison, William D., Greenville, N. H.  
Murdoch, Duncan M., Retired Chief, 44 Warren St., Concord  
Nadeau, Arthur, Chief, Somersworth  
Pare, Warden Robert T., Goffstown  
Pearson, Donald E., Chief, Center Ossipee, N. H.  
Perkins, Wilbur A., Chief, North Hampton  
Pratt, Asst. Chief Willard C., Goffstown  
Provost, Henry T., Assistant Chief, Manchester  
Putnam, Lawrence E., Goffstown  
Randall, Maurice F., Chief, Warner  
Robinson, Aubrey G., Ret. State Fire Marshal, Manchester  
Sausville, Roland J., Asst. Chief, Lebanon  
Seavey, Ralph G., Chief, Rochester  
Sinclair, John J., Asst. Chief, Exeter

Smith, Carl B., Jr., New Hampshire Bd. of Fire Underwriters, 3 Capitol St., Concord  
Soucy, Asst. Chief Lionel L., Goffstown  
Sousa, Warden Libbert L., Goffstown  
Sprague, Roland F., Chief, Milford  
Stanton, Joseph E., Asst. Chief, Wilton  
Stickeny, Howard, Captain, Hampton Beach, N. H.  
Sullivan, John J., District Chief, Manchester  
Tanguay, Albert L., Chief, 48 Underhill St., Nashua  
Testa, Gilbert E., Wilton  
Thompson, J. J., Sr., Deputy Chief, Salem  
Toland, Vincent G., Chief, Exeter  
Tremblay, Philip C., Retired Chief, East Jaffrey  
Trofalter, Herbert A., Deputy Chief, Hampton  
Tucker, William B., Sr., Chief, Bristol  
Wadsworth, Earl P. Chief, Colebrook  
Warren, Roscoe G., Chief Epsom Fire Dept., Gossville  
Weeks, Ernest, Chief, Portsmouth  
Whitmore, William F., Deputy Chief, Manchester  
Whitney, Herbert L., Fire Marshal, Concord  
Whitehouse, Deputy Chief Reg, New Castle  
Whitehouse, Richard E., Chief, New Castle  
Wood, Raymond L., Chief, Hanover  
Woods, Herman S., Retired Deputy Chief, Peterborough  
Young, William J., Chief, Newington

## VERMONT

Alexander, Albert, Instructor, Montpelier  
Alexander, Col. A. E., Commissioner of Public Safety, Montpelier  
Becker, Charles, Chief, South Shaftsbury  
Brewer, Edward, White River Jct.  
Buchanan, William H., Chief, Windsor  
Cioffi, James S., Jr., Chief, St. Albans  
Davison, Roy E., Captain, Vergennes  
Dillon, Patricia (Koltonski), Rutland  
Driscoll, Asst. Chief Lawrence, Burlington  
Duball, Edward, Ex-Chief, Burlington  
Duso, C. J., Chief, Enosburg Falls — President 1967-68  
Galfetti, Albert B., Chief, Barre  
Hackett, Kenneth E., 1st Asst. Chief, White River Junction  
Holland, Nelson E., Chief, Proctorsville  
Howard, Daniel R., Chief, Bellows Falls  
Howard, Lloyd E., Dept. of Public Safety, Richmond  
Jackman, Ralph, Chief, Vergennes  
Justin, Asst. Chief Brian D., Center Rutland  
Kane, Cletus, Assistant Chief, Burlington  
Kennison, Darrel, Enosburg Falls  
Kieselmann, John N., Fire Equipment, R.F.D. 2, St. Albans  
King, Robert S., Chief, Jeffersonville  
Kokoras, Charles, Chief, North Pownal  
Koltonski, Alfred H., Chief, Rutland  
Lawson, Sidney F., Chief, Montpelier  
LeClair, Robert, Assistant Chief, Montpelier

**Marsh, C. L., Chief, Arlington**  
**Mattison, Howard, Chief, Brattleboro**  
**Morancy, Walter, 2nd Asst. Chief, White River Junction**  
**Muir, Arthur J., Assistant Chief, Burlington**  
**Noyes, Philip, Barnet**  
**Nye, Asst. Chief Lucius, Thetford**  
**Ortiz, Asst. Chief Angle J., Montpelier**  
**Paige, Eric E., Chief, Woodstock**  
**Pitkin, Ronald, Plainfield**  
**Pratt, Raymond, Chief, Burlington**  
**Priest, Lloyd W., Middleton Springs**  
**Rancourt, Philip, Deputy Chief, Brattleboro**  
**Read, Walter, Chief, East Dorset**  
**Regan, George, Lieut., 27 Royce Street, Rutland**  
**Sawyer, Charles, Chief, Bennington**  
**Shorkey, Francis, Chief-Cornwall, Middlebury**  
**Simonds, Hubert, Chief, St. Johnsbury**  
**Smith, Arthur D., Chief, Saxtons River**  
**Spicer, Chief Richard L., Town of Rutland**  
**Stone, Richard A., Deputy Chief, Reading**  
**Tarbell, George, Captain, Killington**  
**Taylor, Charles, Instructor, Rutland**  
**Thompson, Alan, Asst. Chief, Marlboro**  
**Thompson, Clifton H., Chief, Stowe**  
**Towle, Harry, Asst. Chief, Enosburg Falls**  
**Walker, Francis, Ex-Chief, Bennington**  
**Welch, Clayton, Asst. Chief, Fairfax**  
**White, Henry, Retired Chief, Bennington**  
**Willis, Elwin A., Assistant Chief, Saxtons River**  
**Wright, Alfred T., Chief, White River Jct.**  
**Wright, Alfred T., 3rd., White River Junction**

## **MASSACHUSETTS**

**Advanced Safety Systems, Inc., Cambridge**  
**Aikman, Lewis R., 43 Horne Road, Belmont**  
**Amico, I. Francis, Chief, Winchester**  
**Anderson, John R., N. E. Rating Association, Boston**  
**Andrews, Michael X., Fire Commissioner, Holyoke**  
**Arena, Chief Charles T., Logan Intn. Airport, Boston**  
**Arne, James F., Assistant Chief, Marion**  
**Ashton, Chief Roy A., Somerset**  
**Atherley, Samuel, Ex-Chief, 18 Woods Lane, Ipswich**  
**Atlas Alarm Corp., Weymouth**  
**Baer, Louis, P. O. Box 362, Concord**  
**Baker, Clifton L., Jr., Chief, Holbrook**  
**Banks, Frederick, Shrewsbury**  
**Barba, Michael V., Chief, Hood Rubber Co., Watertown**  
**Barnard, William E., Chief, Shirley**  
**Barry, Edward F., Chief, Quincy**  
**Barry, Thomas J., Jr., Chief, Acton**  
**Bartley, Daniel L., Ret. Chief, Amesbury**

Bartlett, Irving T., Chief, Nantucket  
Bartolucci, A. L., Alb Rubber Co., Somerville  
Barton, Ralph L., Chief, Foxboro  
Bates, T. Drew, South Hanover  
Beaudette, Chief Paul H., Franklin  
Beauregard, Bernard, Chief, American Optical Co., Fire Dept., Southbridge  
Beckwith, Charles E., Lieutenant, Stoneham  
Bedard, Gabriel O., Retired Supt. Fire and Police Signals, Springfield  
**Bellavance, C. N., Chief, Mansfield**  
Berkenbush, Richard, Chief, West Newbury  
Bete, John U., The Bete Fog Nozzle Company, 309 Wells St., Greenfield  
Bills, L. W. Co., Fire Alarm Equipment, Lexington  
Black, Bennett R., Deputy Chief, Groton  
**Blackinton, V. H. Co., Inc., Badge Manufacturers, Attleboro Falls**  
Blanchard, Wendell, Deputy Chief, Hanover  
Blomquist, Chief Robert C., Arlington  
Blood, Geo. Leslie, Ex-Chief, Great Rd., Littleton  
Bogochow, Walter, Deputy Chief, Dracut  
Bonci, Fernando, Chief, West Bolyston  
Borden, John W., Ex-Chief, Swansea  
Borowiec, Edward, Chief, Chicopee  
Boucher, Joseph E., Ret. Chief, Middleboro  
Boudreau, Arthur J., Chief, Wilmington  
Boudreau, John J., Chief, Auburn  
Bourassa, Robert H., Commissioner, Holyoke  
Bowlby, Austin A., Fire Commissioner, Hudson  
**Box 52, Association, care of F. W. Fitzgerald, Jr., Malden**  
Boyden, Herman L., Chief, Russell  
Boyle, Edward C., Chief, Springfield  
Bragg, Kenneth F., Chief, North Attleboro  
Braley, Charles S., Jr., Chief, Bourne  
Brennan, James F., Chief, Salem  
Brickell, George A., Boston Sparks Assn., Franklin  
**Brock, Edward F., Chief, Southboro**  
Brock, Leonard N., Chief, Whitinsville  
**Brown, Norman S., Farrar Co., 47 Hayden Rowe, Hopkinton**  
Buck, Raymond M., Chief Easton Fire Dept., 32 Day St., No. Easton  
Bugbee, Percy, Mgr. Director, N.F.P.A., 60 Batterymarch St., Boston  
**Burbank, Richard, Chief, Rockport**  
Burdick, John O., Chief, Harvard  
Burgess, Chief Donald E., Manchester  
Burnett, E. M., Jr., Chief, South Hadley  
Burton, Lewis C., Chief, Haverhill  
**Burrell, Edward L., Chief, Brockton**  
Butler, Arthur G., Chief, Everett  
Butler, George S., Chief, Duxbury  
Byrne, Chief Jerome N., Framingham  
Cahill, William L., Jr., Lowell  
**Caldwell, John J., Pyrotector, Inc., Hingham**  
Calkins, A. Joseph, Electro Signal Lab, Weymouth  
Callahan, Edward B., Chief, Woburn  
Callely, John E., Retired Chief, Beverly  
Camilli, Dominic A., Chief, Raytheon Co., Waltham  
Capistran, William J., Jr., Deputy Chief, Chelsea

Caputo, Angelo B., Charles Neider Co., Malden  
Carbrey, George F., Peabody  
Carey, Charles R., Middleboro  
Carle, Gerard A., Chief, Dracut  
Carritte, William J., 334 Chestnut St., Lynn  
Carroll, Edward J., Lieutenant, Brookline, Official Photographer  
**Carroll, Francis M., 1st Assistant Chief, 22 Pratt St., Millers Falls**  
Carroll, William J., Worcester  
Carter, Chief Walter H., Lynn  
Casavant, James F., Chief, Gardner  
Casey, Gordon, Chief, Hamden  
Casey, John F., Chief, Abington  
Cassels, Raymond F., 14 Church Street, North Attleboro  
Cavanaugh, Francis P., H. J. Quinlan, Boston  
Cavanaugh, M. T., Chief Engineer, 252 Main St., Great Barrington  
Champion, Walter M. Jr., Chief, Swampscott  
Chandler, William, Chief Fire Dept., Tewksbury  
Chisholm, Robert S., Boston Coupling Co., 293 Congress St., Boston  
Chouinard, Alfred J., Jr., 888 County St., Somerset  
**Churchill, Merton E., Chief, Attleboro**  
Clark, John F., Chief, 9 Summer St., Westfield  
Clark, Kenneth R., Retired Chief, Medfield  
Cloonan, Edward A., Chief, Waltham  
Clough, Glen B., Chief, Hyannis  
Clough, Norman F., Chief, Malden  
Clougherty, Charles H., Fire Equipment & Supplies, 39 Miller St., Medfield  
Clougherty, Charles H. Jr., Medfield  
Clougherty, John E., Ret. Chief, B.F.D., 94 Washington, St., Charlestown  
Cole, Frederick A., Jr., 56 Brookside Ave., Newtonville  
**Comfort, Leon, Commissioner, Palmer**  
Conlon, Thomas C., Chief, Watertown  
Connors, William J., Chief, Templeton  
Conway, Deputy Chief Paul S., Jr., Haverhill  
Cook, Harold L., Chief, 54 Highland Ave., Onset  
Cook, Leonard D., Retired Chief, Rowley  
Corcoran, John E., Ex-Chief, 30 Moulton St., Newton Lower Falls  
Coy, Joseph W., Deputy Chief, Pittsfield  
Crawford, Herbert W., Chief, Lowell St., Burlington  
**Creamer, Gordon H., Chief, Holden**  
Cremins, William J., Chief, Cambridge  
Creighton, Edward G., Chief, Marblehead  
Cromack, Chief Clayton D., Greenfield  
Crowley, Edward F., Chief, Belmont  
Cullinane, Matthew J., Jr., Captain, 177 Commonwealth Ave., W. Concord  
**Curran, Charles W., Chief, Scituate, Mass.**  
**Daley, Jonn P., Jr., Boston Gas Co., Boston**  
Dallas, Glenn T., Sales Mgr., A.D.T. Co., Boston  
Dalton, Edward J., Deputy Chief, Bay State Fire Patrol, 16 Wise St., Jamaica Plain  
Danforth, Arthur M., New England Tel. & Tel., Boston  
Dauphinee, Lawrence, C. H. Clougherty Co., Medfield  
Davis, Carl E., Chief, Lynnfield Fire Dept., 45 Carter Rd., Lynnfield Ctr.  
Daw, James P., Chief, 124 Main St., No. Andover  
Day, Stanley W., Assistant Chief, Sterling  
**DeBlois, Francis G., Fire Engineer, Adams**

Deane, David G., Maxim Motor Co., 100 Washington Rd., Springfield  
Despres, Joseph L., Chief, Hudson  
deVeer, John W., Fire Equipment, Inc., 82 Broadway, Cambridge  
Dickinson, Edward J., Jr., Deputy Chief, Auburn  
Divoll, Philip R., Chief, Box 58, Charlton  
Dobson, Irving, Chief, Norwood  
Doherty, John T., Chief, Amherst  
Dolan, Joseph L., Deputy Chief, Boston  
Donahue, George L., Jr., Chief, Ayer  
Donaldson, Stuart M., American Security Prod., Hingham  
Dooling, William J., Chief, Malden Hospital, Malden  
Dottridge, Robert O., Chief, Cotuit  
Downing, J. T., Commissioner, Holyoke  
Doyle, John E., Jr., Essex  
Doyle, Robert A., Lowell  
Dubois, Rene H., Retired Chief, 79 Oak St., Ludlow  
Dubois, Homer R., Chief, Ludlow  
DuComb, George W., Commissioner, Palmer  
Duff, Robert G., Chief, Tyngsboro  
Dugas, Chief Armand J., Athol  
Duncan, Forrest J., Ret. Chief, 108 Salem St., Lawrence  
Dupuis, Francis D., Master Mechanic, Brockton  
Dyson, Joseph H., former Fire Commissioner, Hudson  
E & J Resuscitator Service Co., Boston  
Eddy, Russell P., Chief, Main St., Swansea  
Ellis, Leslie F. Jr., Buzzards Bay  
Engborg, Hebert C., 34 Beverly Road, Arlington 74  
Erickson, Russell E., Chief, Rutland  
Evitts, Ernest L., Deputy Chief, Beverly  
Fahey, Richard D., Chief, Natick  
Farley, J. Joseph, Chief, Danvers  
Farrar, Clarence, Fire Apparatus, Wood St., Hopkinton  
Farrington, John E., Chief, Canton  
Field, Sidney C., Retired Chief, Melrose  
Fishtine, Benjamin, East Falmouth  
Fitz, Robert W., Bliss-Gamewell, 50 Oak St., Wakefield  
Fitzgerald, Bernard A., American Service Co., Boston  
Fitzgerald, James B., South Weymouth  
Fitzgerald, William P., Comm. Lexington  
Fitzsimmons, Rev. John P., Belmont  
Flanagan, Joseph J., 21 Messenger St., Canton  
Flashenburg, Irwin, Stop & Shop, Canton  
Flechtner, Norman M., Chief, Fitchburg  
Fleming, James J., H. J. Quinlan, Boston  
Fogerty, Chief Francis E., Brookline  
Foster, Leonard L., Ex-Chief, 14 Elm Park, Groveland  
Foster, Erving S., Chief, Hanson  
Fothergill, Herbert C., Chief, Chelsea  
Fredrich, John R., Chief, Groton  
Freeman, David M., Duxbury  
Frost, Clarence A., Deputy Chief, 40 Newtown Rd., Acton  
Fuller, Chief Louis E., Belchertown  
Gallagher, James S., Chief AFCRD Fire Dept., P. O. Box 1, Carlisle  
Gallagher, Thomas E., P. O. Box 1, Carlisle



Galligan, Frank E., 8 Huntington Ave., Brockton  
Gardner, Robert M., Chief, Walpole  
Garrett, Ralph L., State Fire Marshal, Boston  
Gassett, Oscar, Chief, Halifax  
Gaudet, Robert E., N.F.P.A., Amesbury  
**Gaughan, Richard T., Chief, New Bedford**  
Gerdin, Asst. Chief Gerard, West Stockbridge  
Gero, William K., Chief, Brookfield  
Geyer, Elmer F., Chelsea  
Gibson, Edwin T., Chief, 120 Bryant St., W. Bridgewater  
Gibson, James F., 693 Page St., Stoughton  
Gifford, Stanley E., Retired Chief, South Westport  
Girard, Arthur A., Chief, No. Adams  
**Glidden, Roger C., Wenham**  
Goff, Walter A., Chief, Rehoboth  
Goldthwaite, Willard C., Chief, Gloucester  
George A. Goodman, P. O. Box 194, Belmont  
Goodwin, Melvin E., Captain, Lynnfield  
**Gorman, Herman F., Retired Chief, Attleboro**  
Graham, Fred W., Stoughton  
Gray, Walter E., Waltham  
Greene, John F., Chief, Blackstone  
Greenough, Robert C., Chief, Chatham  
Greenwood, Richard H., 206 Central St., Gardner, Chief, Heyward-Wakefield Co.  
Gregaire, Alva J., Chief, Southbridge  
Gross, Joseph H., Roberts Co., Natick  
Gubellini, Charles, U. S. Plywood, Medford  
**Guerra, Charles S., Chief, Franklin**  
Guimond, Amedee R., Dracut  
Gunther, Katherine A., Dracut  
Gutowski, Edward C., West Roxbury  
Hadley, Leslie L., Reading  
Hall, Charles A., Chief, Harwich  
Hamilton, Charles L., Charles Niedner Sons Co., 10-20 James St., Malden  
Hammond, Richard A., Ret. Chief, Manchester  
**Hanna, William F., Retired Chief, Taunton**  
Hanson, William, Chief, Needham  
Hanson, Henry T., Water Commission, Maynard  
Hardy, Clarence B., 640 Old South Bldg., Boston  
Harkins, Charles E., H. K. Porter, Inc., Somerville  
**Harrington, F. D., Osterville**  
Hart, William R., Retired Chief, Salem  
Hart, Edwin F., Milton  
Hartin, Francis J., Chief, Wayland  
Haskell, Edwin V., Chief, Bolton  
Hatch, Richard, Assistant Chief, Shirley  
Hatch, Carl H., Chief, Hampden  
Hathaway, Arthur H., Jr., Chief, 87 Orchard St., Adams  
Haverty, William J., Am. Fire Equip. Co., Canton  
**Heffernan, Walter B., Weymouth**  
Henigan, Joseph M., Retired Chief, Malden  
Hevey, Robert F., Chief, Ware  
Hewitt, Varnum, Jr., Chief, Pembroke  
Hiller, Jay, Chief, Marion

Hill, John H., Ellis Fire Appliance Co., 195 High St., Boston  
Hilton, Henry, Ex-Chief, 16 Allen St., Gloucester  
Hilton, Henry L., Chief, Andover  
Hoar, Charles F., Boston Fire Dept., Boston  
Hochanadel, Paul, Koehler Co., Marlboro  
Hodges, Frederick J., 857 Boylston, Boston  
Holmes, Walter, Mack Trucks, Inc., Middleboro  
Hood, Rev. Charles F., Beverly  
Hoyle, Commn. Warren S., Attleboro  
Hubbard, Charles, Chief, Princeton  
Hubbard, George E., President, Mass. State Firemen's Ass'n, 55 Summer St., Haverhill  
Huntley, Charles W., Ex-Chief, Wellfleet  
Hurme, Leo, District Chief, East Princeton  
Hurton, William P., Chief, 4 Swain Place, Wakefield  
Hutchinson, Oscar R. Jr., Deputy Chief, Lenox  
Inglis, Charles I., Deputy Chief, Hanover  
Januse, Theodore, Chief, Raynham  
Johnson, Everet E. R., Safety Inspector & Fire Chief Heald Mach. Co., Worcester  
Johnson, F. Wyman, Chief, 55 Sunset Rd., Weston  
Johnson, Frederick W., Chief, Leominster  
Johnson, Lloyd M., Fire Marshal First Naval Dist., 495 Summer St., Boston  
Johnson, Walter A., Malden  
Jones, David P., Chief Job Corps Fire Department, South Wellfleet  
Julian, Joseph, Chief, 357 Village St., Medway  
Kane, Walter J., Chief, Lowell  
Kelleher, Stephen J., Chief, Worcester  
Kelleher, William E., Mack Trucks, Inc., 451 Pleasant St., East Bridgewater  
Comm. James H. Kelly, Boston.  
Kenneally, Robert E., District Chief, Boston, Mass.  
Kerrigan, Clarence, Asst. Chief, Hanscom Air Base, 65 Winn St., Woburn  
Kimball, Albert W., Chief, Hingham, Sec.-Treas. N. E. Ass'n of Fire Chiefs, Inc.  
Knight, Richard A., Fire Commissioner, Hudson  
Knowlton, Philip L., Chief, General Electric Co., Swampscott  
Kolhonen, Warren W., Supt. Fire Alarm, Beverly  
Kornechuk, Paul A., Inspector, Chelsea  
Kornicki, Peter, Ret. Chief, Bellingham  
Lachance, Commn. Hector E., Fall River  
Lamb, Arthur H., Chief, Plymouth  
Lamb, Fred L., Chief, Cheshire  
Lamson, Lawrence, Chief, Hamilton  
Larkin, Leo, Asst. Chief, Westford  
Lawler, Joseph E., NFBU Special Agent, Springfield  
Lawrence, William S., Deputy Chief, Groton  
Lawton, C. R., General Equip. Corp., 261 Franklin St., Boston  
Leary, Edmund J., American Fire Equip. Co., Needham  
Lee Equipment Co., Boston  
Lemieux, Daniel H., Supt. Fire Alarm, Millbury  
Lemoine, M. Gale, Homelite Corp., 267 Cambridge St., Allston  
Leroux, Alexander D., Chief, Shrewsbury  
Lewis, B. W., Middleboro  
Lincoln, C. Warren, Deputy Chief, Hingham  
Linsky, Richard W., M. Linsky & Son, Boston  
Litzen, George W., So. Bridgewater  
Logan, Michael, Chief, Millville

Long, Alfred H., Chief, Revere  
Lowell, Linwood E., Chief, Mendon  
Lowell, Harold F., Ex-Chief, Hastings St., Mendon  
Lowkes, Joseph S., Chief, East Brookfield  
Luxton, John E., Chief, Wenham  
Lynch, Lawrence F., Retired Chief, Brockton  
Lyons, Lewis G., Chief, Milton  
Lyons, Paul R., N. F. P. A., 60 Batterymarch St., Boston  
**Lyons, Robert E., Ludlow**  
MacFee, James A., Chief, Wellesley  
**MacKnight, James A., Retired Chief, 22 Mechanic St., Orange**  
Macomber, Harold S., Chief, Fairhaven  
Mahoney, Frank, Boston Globe Fire Editor, Boston—Press Representative  
Mahoney, Gerald F., 24 Lake St., Arlington  
**Mahoney, William W., Chief, Holyoke**  
**Mains, William J., Chief, Lawrence**  
Malloy, Thomas F. J., Retired Chief, Brookline  
Mansueto, Richard M., Pyrotector, Inc., Hingham  
Marsh, Walter A., Deputy Chief, Jefferson  
Martin, Thomas E., Martin Fire Equipment Co., Quincy  
Mastronardi, Anthony D., Mass. Dept. of Pub. Safety, 1010 Commonwealth Ave., Bos.  
Matta, Joseph E., Ex-Chief, Provincetown  
Mayers, Robert F., Deputy Chief, 412 Main St., Greenfield  
Maynard, Hermon James, Maynard Fire Apparatus Co., Route 3A, Marshfield  
**McCabe, Leo F., Chief, Medford**  
**McCarthy, William J., Chief, Marlboro**  
McCartney, Parker G., Chief Fire Warden, Nobscot Reservation, 130 Oakland St.,  
Wellesley Hills  
McCormack, Edward H., Jr., Mass. Dept. Education, Framingham  
McCormack, John F., Sr., Tewksbury  
McDermott, James H., Chief, Pittsfield Rd., West Stockbridge  
McDonald, Francis J., Chief, Fall River  
McDonough, John E., Jr., Chief, Pittsfield  
McEnaney, Joseph P., Better Home Heat Council, Auburndale  
McGill, W. Roger, Ret. Chief, Dover  
McGowan, Edward H., Chief, Williamstown  
McKnight, James P., District Chief, Fall River  
McLeod, Ashton F., Ex-Chief, 15 Mechanic St., Milton  
McNamara, Wendell J., Chief, Wrentham  
McNary, Herbert L., Boston Board of Fire Underwriters, 89 Broad St., Boston  
**McNeil, Donald S., Chief, Randolph**  
McNeil, James W., Deputy Chief, Groton  
Chief Roger F. Means, Hull.  
Merritt, Warren P., Chief, High Street, Norwell  
Metcalf, Melville O., Retired Chief, Quincy  
Miles, Chester W., Gamewell Co., Newton Upper Falls  
**Monroe, Philip E., Chief, Dover**  
Moore, Thomas F., Chief, 42 Church St., Clinton  
Morelli, Joseph, Assistant Chief, West Stockbridge  
Morgan, Charles S., N.F.P.A., Boston  
Moriarty, Jeremiah A., Ex-Chief, Westfield  
Morrow, Albert E., Asst. Chief, Everett  
**Morse, Donald A., Chief, Ashland**

Mosley, William O., Ipswich  
Mullen, John B., Fire Commissioner, Palmer  
Mullen, Albert B., Rockwood Sprinkler Co., Falmouth  
Municipal Services, Inc., Boston  
Murphy, Joseph L., Fire Equipment & Supplies, 15 School St., Bridgewater  
Murphy, Russell A., N. E. Branch Mgr., The Fyr-Fyter Co., Bedford  
Murray, George A., 50 Hubbard Ave., Northampton  
Murray, Chief James C., Northampton  
Nanof, Robert T., Mine Safety Appl. Co., Paxton  
Nesmith, Robert E., Ex-Chief, 116 Park Ave., Whitman  
Nolan, Thomas A., Chief, Saugus  
Nute, J. C. Jr., Dep. Forest Fire Warden, 58 Linden St., Needham  
Nutting, Charles E., Chief, Berlin  
Oakley, Commn. Boyd E., Fall River  
Oakley, Wilbur R., Sales Mgr., Maxim Motor Division, Middleboro  
O'Brine, Edward P., Chief, Peabody  
O'Brien, Chief James E., Longmeadow  
O'Brien, John L., Chief, Dedham, Mass.  
O'Brien, Michael F., American Fire Equipment, Cambridge  
O'Connell, Henry J., Rt. Rev. Msgr., 241 Adams St., Dorchester  
O'Dell, Edward T., Quinlan Co., Lowell  
O'Donnell, William E., Fire Engineer, 121 Brigham St., Hudson  
O'Neill, E. J., Rep. Peter Pirsch & Sons Co., 3 Colby Rd., Roslindale  
O'Regan, James F., Sales Manager, Rockwood Sprinkler Co., Newton  
Ostby, G. N., Jr., Ex-Chief, Harwich  
Page, Warren O., Chief, Newburyport  
Palmer, Dean M., Chief, Beverly  
Paolini, Rocco, Chief, Westboro  
Partolo, Lloyd E., Chief, Monson  
Paul, Ernest C., Chief, Grafton  
Peck, Leighton F., Chief, Falmouth  
Perkins, Frederick A., Jr., Chief, 1164 Centre St., Newton Centre,  
Secretary, Massachusetts Fire Chiefs  
Perry, Chief Arthur M., South Weymouth Naval Air Station  
Perry, James S., Chief, Reading  
Peterson Walter H., Chief, Middleboro  
Piepenbrink, Charles, Chief, Cohasset  
Pike, Mace F., Chief, Salisbury  
Pingree, John R., American Security Products, So. Hamilton  
Piper, William B., Chief, Orange  
Pomfret, Richard, Fire Equipment Co., Swansea  
Pope, Samuel J., Ex-Chief, Boston, 68 Wells Ave., Dorchester  
Postman, A. L., A. L. Postman Co., Waltham  
Power, Curtis, Norwell  
Provencher, Hector, Jr., Asst. Chief, Amesbury  
Purdy, Harold F., Chief, Middleton  
Quinlan, Fred, Chief, Somerville  
Quinlan, Henry M., Quinlan Co., Boston  
Quinn, John P., Chief, Nahant  
Rafuse, Leander F., 70 Brooks Rd., Weston  
Ramelli, Francis E., Deputy Chief, Southboro  
Ramsdell, Kenneth B., Chief, Rockland  
Reardon, Chief James A., Hamden  
Reid, Frederick H., Chief, Chelmsford

Reid, Charles A., Chief, Dalton  
Renta, Captain Philip A., Brookline  
Retelle, Edward A., Ex-Chief, American LaFrance Foamite Corp., 63 Bailey Street,  
Lawrence  
Reynolds, Walter F., Chief, Medfield.  
Reynolds, Walter F., Jr., Deputy Chief, 6 Brook St., Medfield  
Richardson, E. B., Deputy Chief, Millis  
Roach, Walter B., Chief, Sharon  
Roach, Paul J., Chief, Stoughton  
**Roberts, John, Commissioner, Fall River**  
Robinson, Kenneth, Robinson Company, 18 Granison Rd., Weston  
Robinson, Perce M., Fire Department, Marshfield  
Roby, Louis H., Jr., Captain, Wrentham  
Roeder, Harold E., 6 Churchill Lane, Lexington  
Roper, Paul H., Chief, Billerica  
Rossetti, Anthony J., Chief, Milford  
Rounseville, C. C. Jr., Ex-Fire Comm., Fall River, 1434 E. Gardner's Neck Rd.,  
So. Swansea  
Russell, John B., Framingham  
Russo, Commn. James J., Palmer  
Ryan, Daniel B., Chief, Braintree  
Ryan, Edward J., Retired Deputy Chief, Northampton  
Ryan, James J., J. J. Ryan Assoc., Worcester  
Salvini, Chief Hubert S., Becket  
Sarris, Howard, Cottage Ave., Millis  
Sauter, Chief Edward, Shelburne Falls  
Sawtelle, Lyman K., Chief, 104 Linden St., Winchendon  
Sawyer, Norman E., Chief, Sterling  
Scahill, Russell L., Chief, Ipswich  
Schneider, Harry W., Chief, Agawam  
Schofield, Peter H., Wellesley  
Schutte, Robert W., Wayland  
Scully, John F., American Fire Equip. Co., Needham  
Shea, James R., 12 Silverwood Terr., South Hadley  
Sherman, Edward D., 9 Newbury St., Boston  
Shook, Harry A., Wm. Wallace Co., Stoughton  
Shub, Edward I., Gibbs Oil Terminal, Revere  
Shurtleff, Morton D., Deputy Chief, Brockton  
Silva, Antone M., Chief, Edgartown, Mass.  
**Silva, Manuel F., Chief, East Bridgewater**  
Simmons, Frank E., Chief, Marshfield  
Skinner, Clarence E., Chief, 51 Spring Street, Plainville  
Slaney, L. E., Chief, Hanover, Mass.  
Smallidge, Ralph G., Ret. Chief, Medford  
Smiddy, Earl, Turnpike Rd., Fayville  
Smiley, Carlton H., Peabody  
Smith, Charles T., Retired, Gamewell Fire Alarm Co., 81 Coolidge Ave., Needham  
Smith, Edward H., Smith Auto. Sprinkler, Holyoke  
**Smith, Raymond K., Deputy Chief, West Stockbridge**  
Smith, Vincent J., Fire Dept., 30 High St., Everett  
Snyer, John B., Chief, Bedford  
**Sorensen, Raymond L., Chief, Stoneham**  
Spellman, Walter F., Jr., Chief, Lexington  
Stanley, Norman W., Ast. Chief, Whitinsville

Steff, Howard N., American LaFrance, Register Rd., Marion  
Stetson, M. D., Co., Janitors Supplies, 64 E. Brookline St., Boston  
Stevens, James O., Chief, Weymouth  
Stewart, Arthur P., Chief, Hopkinton  
Stewart, H. C., Jr., Chief, Boston Naval Shpyd, 355 E. Central St., Franklin  
St. Germain, Albert, Chief, Peakham Road, Sudbury.  
St. Jean, Robert, Chief, Acushnet  
St. Onge, Joseph, Pyrotector, Inc., Hingham  
Stover, Howard, The Farrar Co., Worcester  
Sturtevant, Harold F., Chief, Groveland  
Sullivan, John A., Sec. Mass. State Firemans Assn., Boston  
Sullivan, John J., Dist. Chief, 73 Burt St., Dorchester  
Sullivan, John J., Precision Motor Rebuilders Co., Inc., Somerville  
Sweeney, George H., Chief, Bridgewater  
Sweetland, Ralph J., Chief, North Reading  
Swett, W. J., Plant Supt., A.D.T. Company, 60 State St., Boston  
Swim, Grenfell A., Bliss-Rockwood, Newton  
Tapper Club of Boston, Inc., Boston  
Tattam, John J., Captain, Fire Dept., 384 Prospect St., Cambridge  
Taylor, Commn. Robert W., Brookline  
Teale, Bruce W., N.F.P.A., Boston  
Tetreault, Edmond, Dep. Chief, 44 Devens St., Greenfield  
Thayer, Vincent R., Chief, Bellingham  
Theodore, Gus., Fire District No. 1, Palmer  
Thomas, Hawley D., Sales Engr., The Gamewell Co., Newton Upper Falls  
Tibbetts, J. Bruce, 1 Campbell Circle, Tewksbury  
Tombeno, Chief Thomas D., Concord  
Tolos, James M., Fire Protection Engr., Fitchburg  
Toomey, John J., Deputy Chief, West Springfield  
Tracey, John P., Ex-Chief, 12 Church St., Great Barrington  
Tyler, Bartlett, Cohasset  
Ulm, Robert F., Chief, Easthampton  
Wagner, James E. Chief, West Springfield  
Walker, Harold S., Marblehead  
Ward, John J., Chief, Millis  
Warner, Robert T., A.D.T. Company, 60 State St., Boston  
Watson, Charles A., Chief, Hopedale  
Weeks, Harold E., Chief, Barre  
Weese, William J., Tokheim Corp., Needham Hights  
Wellman, Harold F., Supt. Fire Alarm, Attleboro  
West, John B., Chief, Kingston  
Whalen, Chief George F., Maynard  
Whalen, Ward G., Retired Chief, Pittsfield  
Wheeler, William T., Chief, 7 E. Main St., Avon  
White, George A., Grinnell Sprinkler Co., Inc., 131 State St., Boston  
White, Manuel A., Retired Chief, 21 Tremont St., Provincetown  
White, Ralph H., Retired Chief, Auburn  
Whitney, G. G., Jr., Elm Road, Moors, Falmouth  
Whittemore, Dana H., Chief, Yarmouth  
Wiggin, J. Herbert, Chief, 703 High St., Westwood  
William, Deputy Chief Bertram A., Lawrence  
Willis, Harry F., Chief, Dighton  
Wilson, Waldo, Chief, Carlisle  
Winterbottom, Lawrence W., Chief Tisbury Fire Dept., Vineyard Haven

Winters, G. Roland, Assistant Chief, Marion  
Wirzburger, Albert H., Chief, Whitman  
Wood, Kenneth M., Chief, Mattapoisett  
Wood, William E., Fire Commission, Hudson  
Woods, Cyril F., Chief, North Wilbraham  
Woodworth, Miles E., N.F.P.A., Boston  
Wright, Edward J., Ex-Chief, 46 Ridgewood Terr., Northampton  
Wright, Harold E., Ex-Chief, Main St., Westford  
Yarossi, Peter J., Bliss Gamewell, Waltham  
Young, Murray, Wakefield  
Young, George R., Chief, Westford  
Zelermeyer, Stanley C., Wearwell Uniforms, Boston  
Zimmerman, Joseph W., Box 18, Winchester

### RHODE ISLAND

Abreu, John F., Chief, Middletown  
Andrews, Earl, Lincoln  
Angell, Samuel E., Chief, Cumberland Hill  
Aylward, Thomas, Captain, North Kingstown  
Ballou, I. A. Jr., Ward LaFrance Fire Apparatus, 178 Adams Point Rd., Barrington  
Barber, Edwin, Chief, Watch Hill  
Batchelder, Earl H., Ex-Chief, 34 Steere Ave., Centerdale  
Beauregard, Camille A., Chief, Cumberland  
Bedard, Robert J., Chief, Cumberland  
Bissonnette, Constant, Chief, Manville  
Brown, Joseph J., Agt. Walter Kidde Products, 165 Long St., Warwick  
Cappelli, Angelo R., Chief, 57 Maple Ave., Johnston  
Carlow, Everett A., Ex-Chief, 108 Centerville Rd., Apponaug  
Carmello, Allyn, Chief, Johnston  
Cashman, John J., Chief, Barrington  
Champlin, Chief G. Byron, Jr., Ashaway  
Comolli, Andrew N., 1st Asst, Chief, 6 Boylston St., Westerly  
Comolli, Claudio A., Asst. Chief, Westerly  
Cote, Alexander J., Tiverton  
Croteau, Frank E., Commissioner, Pascoag  
Dawley, Wm. S. H., 8 Warner St., Newport  
Delvaux, Rev. Auguste, Chaplain, Providence  
Doorley, James H. Jr., 306 Fruit Hill Ave., No. Providence  
Duckworth, Thomas E., Chief, Warwick; President 1964-1965  
Dunbar, Paul M., Chief, Western Coventry Fire District, Greene  
Fairley, Donald, Ex-Dep. Chief, 3086 Post Road, Apponaug  
Fogarty, Michael F., Tower Hill Rd., Allenton  
Fox, Michael J., Chief, East Providence  
Gareau, Lionel P., Chief, 1298 Main Street, West Warwick  
Gladu, Alfred, Asst. Chief, Manville  
Godin, Joseph E., North Scituate  
Goldstein, Harry, Comm. Public Safety, Providence  
Greene, Edwin M., Chief, Dunns Corners F. D., Westerly  
Hutchinson, Robert J., Batt. Chief, Bayside Fire Dept., Warwick  
Jones, Wilfred, P. O. Box 344, Coventry  
Jones, H. LeRoy, Jr., Beech Cottage, Bliss Mine Rd., Newport  
Jones, Norman, Battalion Chief, Providence

Jones, Ronald S., Captain, Cranston  
Kane, Arthur L., Chief, Hopkins Hill F.D., Coventry  
Killilea, James T., Chief, Providence  
Kirk, John G., Chief, Berkeley  
Lajoie, Theodore P., Deputy Chief, Woonsocket  
Landrey, Gerald P., Captain, Woonsocket  
Lanni, Michael, Chief, Marienville F. D., 1062 Charles St., North Providence  
Lawton, Henry W., Chief, Lime Rock Fire Dist., R.F.D. Saylesville  
Linden, Oscar E., Ex-Chief, Vol. Fire Co. No. 1, Greenwood  
Maher, James C., Chief, Glendale Vol. Fire Co., Box "C", Glendale  
Matteo, Peter, Ashton  
Matteson, Ralph R., Jr., Capt., Warwick Fire Dept., 15 Eldridge Ave.  
McGovern, John J., North Kingstown  
McPherson, Alexander W., Retired Chief, East Providence  
Monahan, Joseph A., Chief, Narragansett  
Monast, Romeo D., Chief, 39 Gates St., Pawtucket  
Mongeau, Henry J., Chief, 150 Grove St., Lonsdale  
Mongeon, Edgar, Chief, Woonsocket  
Moulson, Norman J., 14 Whipple St., Berkeley  
Murphy, John P., Chief, Centerdale  
Notarantonio, Joseph, Maxim Motor Co., 1703 Mineral Spring Ave., No. Providence  
O'Brien, Cornelius, Chief, Division of Airports, Greene  
O'Brien, L. J., 667 Public Street, Providence  
O'Donnell, Joseph H. Jr., 11 Getchell Street, No. Smithfield  
Osborne, L. Wilfred, Chief, Pascoag  
Parker, John N., North Cumberland  
Parker, Shelton C., North Cumberland  
Pasetti, Columbus, Chief, Westerly  
Payette, Wilfred, Chief, 30 Greenville Ave., No. Providence  
Payne, Moses, Jr., Asst. Chief, Westerly  
Pelland, Oscar J., Ex-Chief, 98 Angell Ave., Centerdale  
Powers, Thomas J., Chief, Cranston  
Pryor, James H., Chief, West Warwick  
Rishe, Oscar A., Chief, Bristol  
Rose, Chief Norman L., North Kingstown  
Rudolph, Arnold A., Pawtucket  
Salisbury, George F., Chief, Central Falls  
Sanford, Melvin E., Sr., Chief, Tiverton  
Segee, Norman R., Chief, Greenville  
Segee, Walter I., Centerdale  
Selley, Arthur H., Ret. Chief, North Kingstown  
Sheehan, John T., Supt. State Police and State Fire Marshal, Box 1338, Providence  
Spencer, Frank K., Ex-Chief, P. O. Box 82, No. Scituate  
Sullivan, John P., Chief, Quonset Point  
Tessier, Lucien, Deputy Chief, Manville  
Walsh, William B., Berkeley  
Walsh, William H., Cumberland  
Ward, John, Editor, Firefighters Column, Providence Journal  
Watterson, John E., Chief, Newport  
Wilkey, Henry W., Chief, Portsmouth  
Williams, Robert H., Chief, Lincoln  
Winsor, Byron C., 40 Arnold Ave., Box 151, No. Kingston  
Wyatt, Batt. Chief Otis C., Jr., Warwick



**CONNECTICUT**

Adams, Roy W., Retired Director Fireman Training Program, Dept. of Education,  
Hartford  
Alford, Chief Leon M., Poquonock  
Bacon, Edward C., Chief, Rocky Hill  
Bittenbender, Donald V., Springdale  
Bronsord, Chief Arthur C., International Silver Co., Wallingford  
Bowles, E. L., Fire-Lite Alarms, New Haven  
Breen, Edward J., Deputy Chief, Norwich  
Bucci, Joseph, Deputy Chief, Greenwich  
Buttery, C. W., Jr., Asst. Chief, Belltown Fire Dept., Stamford  
Catlin, F. Archer, Fire Commissioner, Branford  
Ceccolini, John, Captain, Palmer Wood Circle, Branford  
Christensen, Kenneth, Chief, Meadow Road, Wilson  
Clark, Deputy Chief Malcolm S., Middlebury  
Coley, Richard F., Chief, Milford  
Corey, David, Lt. Fire Dept., Box 268, New Milford  
Crombie, Philip E., Chief, South Windsor  
Curtin, Edward M., Jr., Chief, Hartford  
Czine, John J., Chief, Wallingford  
Daly, John J., Chief, Hamilton Standard Div., Windsor Locks  
Daly, Raymond D., Chief, So. Killingly Fire Co., Danielson  
Daly, Robert, Chief, Hartford Hospital, Hartford, Conn.  
Daur, Larry, former Deputy Chief, 180 Greenwich Ave., Greenwich  
Davidson, Kenneth F., Assistant Chief, Bloomfield  
Dawson, William H., Chief, Greenwich  
DeCarlo, Dominic J., Chief, Naugatuck  
Dodge, John G., Chief, Plainfield, Conn.  
Doherty, James E., Asst. Chief, Cheshire  
Driscoll, Thomas R., Deputy Chief, Bristol  
Dunn, J. Franklin, Chief, Middletown  
Dush, William S., Chief, Newington  
Ellis, Earl J., Executive Chief, Annex F. D., 395 Skiff St., Hamden  
Ellison, Ret. Chief Raymond M., South Windsor  
Elmstedt, Russell, Deputy Chief, Bristol  
Felner, Robert, 757 High Street, Fairfield  
Finger, Chief Clyde M., Bethel  
Fletcher, Joseph H., Chief, Plainsville  
Fogg, Raymond W., Chief, 33 Pleasant St., Groton  
Ford, Laurence M., Fire Commissioner, Redding Center  
French, Douglas, First Assistant Chief, Cheshire  
French, Paul E., Deputy Chief, Rocky Hill  
Gentiella, Chief Romo, New London  
Graves, Charles P., Ex-Dep. Chief, 5 Idlewild Manor, Greenwich  
Griswold, Henry G., Fire Commissioner, 75 Taylor Ave., East Haven  
Grote, James L., Chief, Chester — President, 1966-1967  
Hall, Warren, Ex-Chief, P. O. 12, Cheshire  
Hallgreen, E. William, Deputy Chief, 107 White Rock Dr., Windsor  
Hanna, George C., Chief, Danbury  
Harper, George H., Chief, 66 Grove Street, Putnam  
Haury, J. W., Assistant Chief, North Haven  
Hayes, Thomas J., Chief, 200 Main Street, East Haven

Heimer, Edward, Fire Dept., 212 Clement Rd., East Hartford  
Hennessey, Edgar, District Chief, Byram  
Holmberg, Rudolph, Capt., Conn. Valley Hospital, Middletown  
Horner, Chief Albert S., Long Ridge Fire Co., Stamford  
Howard, Thurston S., Chief, Waterford  
Hoysradt, William A., Chief, Torrington  
Hughes, Clinton L., Dep. Chief, 1039 Follybrook Blvd., Wethersfield  
Hunie, Daniel, Battalion Chief, 39 Moulton St., Hamden  
Hutchinson, Lea A., Chief, Simsbury  
James, Captain Philip M., Northeast Fire Co., North Haven  
Jennings, Sylvester E., Chief, 274 Middle St., Bridgeport  
Jezouit, Anthony W., Chief, Wilton  
Johnson, W. S., Chief, West Haven  
Chief Richard C. Joy, Montville Fire Co. 1, Uncasville.  
Kajack, Cornelius, District Chief, Cos Cob  
Kalasky, Joseph, Deputy Chief, Newington  
Kaselinas, John, Commissioner, Branford  
Kelley, Paul F., Chief, Bristol  
Kellogg, Charles E., Deputy Chief, Wethersfield  
Kenneson, Ralph G., Ralph Gordon Kenneson Co., 397 Washington St., Hartford  
Kiley, James, Asst. Chief, Newington  
Knapp, Albert L., Dep. Chief, Wethersfield  
Knecht, Lester R., Chief, R.F.D. No. 2, Box 694B, Trumbull  
Kopernik, Thomas, Deputy Chief, Kent Ave., Suffield  
Koser, George N., Chief, Litchfield  
Kralovenec, Chief John, Byram  
Kubricky, John, District Chief, Byram  
Lally, William R., Jr., Deputy Chief, Greenwich  
Lamphier, Avery M., Chief, Watertown  
Landry, Lieut. Wilfred J., Groton  
Larkham, J. M., Ex-Chief, South Windham, 116 Walnut St., Willimantic  
Lawlor, John A., 1st. Asst. Chief, Naugatuck  
Leddy, V. Paul, Chief, 22 Cumpstone Drive, Hamden  
Lee, Thomas F., Retired Chief, Hartford  
Lenard, Jules, Chief, Windsor  
Limerick, Francis J., Chief, Manchester  
Linke, Richard A., Retired Chief, Cheshire  
Links, Howard A., Ret. Chief, Cheshire  
Lockwood, Theodore S., Chief, Post Office Box 186, Stratford  
Loonan, Asst. Chief Frank, Cheshire  
MacDonald, George M., Inspector, Greenwich  
Maguda, Donald, Chief, Rockville  
Mahieu, August, Chief, Litchfield  
Maloney, Joseph F., Chief, Waterbury  
Mangels, Benjamin A., Chief, Norwalk  
Martin, Albert J., Chief, Willimantic  
Mason, William C., Chief, South Manchester  
McAuliffe, John J., Deputy Chief, Wethersfield  
McCue, John F., Chief, Wethersfield  
McElvery, Arthur, District Chief, Old Greenwich  
McFadden, Michael, Dist. Chief, Greenwich  
McGeough, Joseph R., Captain, North Haven F. D., 79 Bayard Ave., Hamden  
McRedmond, Charles R., Chief, Stamford

Mellete, Cyril, Chief, Judds Corners F. D., Middlebury  
Milardo, Michael P., Chief, South Dist. Protective Assn., Middletown  
Milewski, Henry W., Chief, Norwich  
Miller, George J., Fire Comm., West Haven  
Miller, Robert E., Chief, Glenbrook, Conn.  
Mingo, Deputy Chief Leonard, Greenwich  
Monahan, Andrew J., Bridgeport  
Monahan, H. J., O. B. Maxwell Co., Inc., 20 Evergreen Lane, Trumbull  
Moritz, Milton E., New Haven  
Moughty, John, District Chief, Old Greenwich  
Nevard, Ernest J., Assistant Chief, Glenbrook F. D., Darien, Conn.  
Norton, David J., Chief, Portland  
Pach, Joseph, Chief East Haddam Vol. Fire Co., Moodus  
Palmer, Paul P., Chief, Marks Road, Riverside  
Pickering, J. W., Sr., Retired Chief, New Canaan  
Potter, G. Donald, Easton Vol. F. D., 15 Flat Rock Rd., Easton  
Potter, Raymond, Jr., Chief, Prospect St., Suffield  
Pracny, Edward H., Ex-Chief, 41 Prospect St., Waterbury 12  
Quinlan, James H., West Hartford  
Regier, Frank F., Chief-Blue Hills, Bloomfield  
Remling, Daniel, Jr., Chief, Belltown Fire Dept., Stamford  
Reynolds, Howard G., Chief, So. Eagleville Rd., Storrs  
Richardson, Thomas F., Chief, Stamford  
Ritchie, Tom, Chief and Fire Marshal, Turn of the River F. D., Stamford  
Rosse, Anthony M., Chief, Kensington  
Rourke, Raymond, Fire Commissioner, 18 Kneen Street, Shelton  
Ryan, John J., Bar-way Coupling, Darien  
Sampietro, Victor L., Chief-Allingtown, West Haven  
Santoro, Rocco, Deputy Chief, Greenwich  
Sawyer, Carl P., Chief, Poquonock Bridge, Conn.  
Sawyer, Carl R., Groton  
Scarano, William M., Chief, Groton  
Schlissel, George H., Chief, West Shore F. D., West Haven  
Shanaghan, Edward, Ex-Chief, Vol. Fire Dept., East Haddam  
Shanaghan, John, Assistant Chief, E. Haddam Vol. Fire Co., East Haddam  
Shaw, Carroll, Major, State Fire Marshal's Office, Hartford  
Shea, Chief M. Joseph, Pawcatuck  
Shillady, Robert A., Jr., 18 Folly Brook Blvd., Wethersfield 9  
Shippey, Harold, Chief, Westport  
Shuttleworth, Walter F., Fire Inspector, Greenwich  
Shute, William B., Chief, Turn of River  
Simons, Robert R., Chief, Berlin  
Sirbono, James, District Chief, Greenwich  
Sisitzky, Aaron, Deputy Chief, Windsor  
Sivo, Thomas G., Jr., SMSgt. Bradley Field  
Smith, George L., Chief, Remington Arms Co., 939 Barnum Ave., Bridgeport  
Stopa, Joseph J., Chief, Fairfield  
Strain, James W., Deputy Chief, Hamden  
Strain, William, Dist. Chief, Round Hill F.D., Greenwich  
Surcek, Steven, Deputy Chief, Byram  
Sweeney, Francis J., Chief, New Haven  
Sylvia, Richard P., Chief, Noroton  
Thompson, George A., 95 Spring Street, Willimantic  
Titworth, Dist. Chief John, Greenwich

Tobin, Douglas P., Deputy Chief, 237 Lake Avenue, Greenwich  
Trouton, Luther, Commissioner, Rockville  
Treat, Earl W., Captain, Watertown  
Tweed, John H. Jr., Asst. Chief, P. O. Box 4, Branford  
Uricchio, Asst. Chief Mark A., Windsor  
Vescovi, Leo Hank, Submarine Base, Groton  
Vinchetti, James, Lieut., Rockyhill  
Vreeland, Walter, Chief, West Haven  
Wakefield, George J., Chief, Dayville  
Wallace, Samuel E., New London  
Wallace, Ernest P., Quaker Hill  
Washburn, John A., Ex-Chief, Main St., Suffield  
Weigold, Dist. Chief John, Old Greenwich  
Weldon, LeRoy, Chief, General Electric Co., Plainville  
Whelan, Leonard F., Fire Commissioner, 4 High St., Byram  
Whelen, George W., President Whelen Engineering Co., Deep River  
Whelton, Ret. Deputy Chief Daniel E., Wethersfield  
Willey, Kenneth, Dist. Chief, Glenville  
Willetts, William F., Cheshire  
Williams, John A., Cheshire  
Wino, James G., Chief Jordon F.D., Waterford  
Witewski, George, District Chief, Banksville  
Wolinsky, Sidney S., New Haven  
Yocher, Emil, Ret. Chief, 8 Atwater Place, Cheshire  
Young, Robert K., Captain, 14 Harrison St., Bristol  
Youngquist, Chief Joseph W. L., Cheshire  
Zint, Frank M., Chief Plant Protection, Electrolux Corp., Forest Ave., Old Greenwich  
Zvonkovic, John, Chief, Branford

## OUTSIDE NEW ENGLAND

Akron Brass Company, Wooster, Ohio  
Arnott, James L., Toronto, Canada  
Banks, Ralph, Scott Aviation Corp., Lancaster, N. Y.  
Beardsell, James E., American LaFrance Corp., Harrisburg, Pa.  
Boys, William, Young Fire Equipment Co., Palmyra, N. Y.  
Bugbee, Richard M., A.D.T. Co., New York, N. Y.  
Bunas, A. R., Sireno Signal Mfg. Co., Jamaica, N. Y.  
Burroughs, Donald R., Impac Co., Pompano Beach, Fla.  
Cairns & Bros., Allwood-Clifton, N. J.  
Campbell, Duncan H., Wilson & Cousins, Ltd., Lancaster, N. Y.  
Casey, James F., Editor Fire Engineering, New York, N. Y.  
Circul-Air Corp., Detroit 2, Michigan  
Downer, Donald R., Armed Services, San Diego, Calif.  
Engelbrecht, Fred J., Pequannock, New Jersey  
Fischl, Fred, Bi-Lateral Hose Co., Chicago, Illinois  
Fowler, Everett W., American Insurance Assn., New York, N. Y.  
Haldane, William H., Chief, Ridgewood, N. J.  
Hanay, Clifford B. & Son, Inc., Westerlo, New York  
Handworth, William J., Emanuel Trilling, New York, N. Y.  
Hanks, Charles L., Wooster, Ohio

Higgins, Thomas F., Tom Higgins Co., Massapequa, N. Y.  
 Hill, Robert A., The Waterous Co., St. Paul 7, Minnesota  
 Houghton, Alfred J., Fire Engineering, New York, New York  
 Hutch, Chief Andrew, Nutley, New Jersey  
 Jollimore, Elliot C., Cocoa, Florida  
 Keenan, John B., Retired Director of Public Safety, Newark, New Jersey  
 Kendall, Frank L., (Sharon, Mass.), Seminole, Florida  
 MacInnes, G. Thane, E. & J. Resusitator Co., Mt. Vernon, N. Y.  
 Marmor, Pres. Adrian, Bilgram Gear & Pump, West Conshohoken, Pa.  
 McCarthy, Edward J., Oelwein, Iowa  
 Nelson, Bert, Mack Motor Truck Co., Sidney, Ohio  
 Nichols, Frank M., Superior Signal Co., Inc., Spotswood, New Jersey  
 Noyce, E. J., John Bean Fire Equipment, Lansing, Michigan  
 O'Brien, Donald M., Executive Secretary International Association of Fire Chiefs, New York, N. Y.  
 O'Callahan, Cornelius J., Philadelphia, Pa.  
 Padgett, Bernard J., Chief, Alexandria, Virginia  
 Prosser, Pres. Arnold H., Prosser Industries, Anaheim, Calif.  
 Rainer, W. J., American LaFrance Corp., Elmira, N. Y.  
 Robbins, Retired Chief Earl H., Fort Ann, New York  
 Russoman, Commissioner Joseph V., Bloomfield, New Jersey  
 Shepard, Jack, Director Sutton Fire Department, Sutton, Quebec, Canada  
 Slauenwhite, Chief C. J., Lawrencetown, Nova Scotia  
 Smith, D. B. & Co., Utica, New York  
 Snorkel Fire Equipment Co., St. Joseph, Missouri  
 Veit, John O., President, C. G. Braxmar Co., New York, N. Y.  
 Vesterman, William F., Chief, Glen Ridge, New Jersey  
 Weed, F. Forrest, Jr., Chief, Amityville, N. Y.  
 Weisweaver, R. C., Elkhart Brass Co., Elkhart, Indiana  
 Whitver, Cliff, Federal Sign & Signal Corporation, New York, N. Y.  
 Zoller, Robert, Elkhart Brass, Elkhart, Indiana

### HONORARY LIFE MEMBERS

Abel, Ret. Chief Henry F., Darien, Conn.  
 Adams, John F., Retired Chief, Milford, Mass.  
 Armstrong, Gerald M., Retired Chief, East Machias  
 Andrews, Milton C., Retired Chief, New Bedford, Mass.  
 Bean, Benjamin M., Retired Chief, Methuen, Mass.  
 Bishop, Clayton W., Retired Chief, Onset, Massachusetts  
 Belmore, Arthur, Retired Chief, Webster, Mass.  
 Boland, John W., Retired Chief, Southboro, Mass.  
 Booth, Charles L., Retired Chief, East Greenwich, R. I.  
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 Bowkett, Ret. Chief Allan, Thomaston, Conn.  
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 Bragg, Harold M., Retired Chief, Cumberland Center, Maine  
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 Brecken, John W., Retired Chief, Marlboro, Mass.  
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 Broden, Norman D., Retired Chief, Cranston, Rhode Island  
 Brown Lyman G., Retired Chief, Natick, Mass.

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Collins, Thomas J., Retired Chief, New Haven, Conn.  
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Conrady, William, Retired Chief, Rockville, Connecticut  
Conron, Harold J., Retired Chief, North Reading, Mass.  
Cook, Alton L., Retired Chief, Georgetown, Mass.  
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Gettings, George L., Retired Chief, Brookline, Mass.  
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Guevin, G. Napoleon, Retired Chief, Manchester, N. H.  
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Kane, Michael J., Retired Chief, Woburn, Massachusetts  
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Knowles, Charles E., Retired Chief, Westbrook, Maine  
Lamott, George H., Retired Chief, Hampton, Beach, New Hampshire  
Lampard, Charles H., Retired Chief, Swampscott, Massachusetts  
Lane, Ret. Chief John C., North Brookfield, Mass.  
Lang, Harold D., Retired Chief, Cape Elizabeth, Me.  
Lathrop, Walter P., Retired Chief, Co. 1, Plainfield, Conn.  
Laughlin, John A., Retired Chief, East Providence, Rhode Island  
Lunt, Burton T., Retired Chief, Newburyport, Mass.  
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Murray, Walter R., Retired Chief, Weymouth, Mass.  
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Sands, William J., Retired Chief, Quincy, Massachusetts  
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Schiller, Ret. Chief Joseph L., Ashburnham, Mass.  
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Smith, Harold A., Retired Deputy Chief, Warwick, R. I.  
Smith, James Barker, Manager-Owner, Wentworth-by-the-Sea, New Castle, N. H.  
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Sousa, Antoine, Retired Chief, West Briagewater, Mass.  
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Spencer, Raymond C., Retired Chief, Hamden, Conn.  
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Strain, Francis H., Retired Chief, Round Hill Fire Dept., Greenwich, Conn.  
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Travers, Herbert F., Retired Chief, Worcester, Mass.  
Tripp, Bertram, Retired Chief, Middleboro, Mass.  
VanDuzer, Ret. Chief Clyde A., Framingham, Mass.  
Veit, Victor H., Retired Chief, Stamford, Connecticut  
Volk, Charles A., Retired Chief, Norwalk, Conn.  
Walden, Lorton C., Retired Supt., Protective Dept., Worcester, Mass.  
Walker, Philip B., Retired Chief, Whitinsville, Mass.  
Walsh, John D., Retired Chief, Warwick, R. I.  
Walsh, William T., Retired Chief, Bloomfield, Conn.  
Wells, Ray D., Retired Chief, Falmouth, Massachusetts  
Whalen, Fred E., Retired Chief, Milton, Mass.  
Wheeler, Earle A., Retired Chief, Berlin, Mass.  
Whitcomb, Joseph C., Middleboro, Mass.  
White, Ret. Chief Timothy F., Cambridge, Mass.  
Widley, Charles A., Retired Chief, Sound Beach F.D., Greenwich, Conn.  
Wochomurka, Edward, Retired Chief, Tolland, Connecticut  
Wood, Everett B., Retired Chief, Plymouth, Massachusetts  
Woolley, Roi B., Fire Engineering, New York, N. Y.  
Zamarchi, Ret. Chief Elwyn G., Eliot, Maine



**LIFE MEMBERS**

Burden, Ordway P., Mt. Kisco, New York

General Electric Co., Lynn, Massachusetts

Winslow, Herbert H., Firemans Relief Fund of Mass., Lynn, Massachusetts

**INSURANCE BROKERS SECTION**

Ashmead, John S., 15 Ridgewood Rd., Windsor, Conn.

Clark, Leonard J., Peabody, Mass.

Everett, Douglas N., Ins., Broker, Morrill & Everett, Concord, N. H.

Fitzherbert, M. S., Insurance Agent, 21 Beacon Ave., Auburn, Maine

Flanders, Haven E., Pres., Byse Insurance Agency, 635 Main St., Laconia, N. H.

Hurst, Carl E., State Agent, Conn. Fire Ins. Co., 40 Broad St., Boston, Mass.

Johnson, Walter A., Engr. Employers' Fire Ins. Co., 481 Pleasant St., Malden, Mass.

McWalter, John J., McWalter Insurance Agency, 39A Main St., Concord, Mass.

**TOTAL MEMBERSHIP — JUNE 1, 1969**

(Includes Honorary, Insurance and Life Members)

Maine .....	74
New Hampshire .....	93
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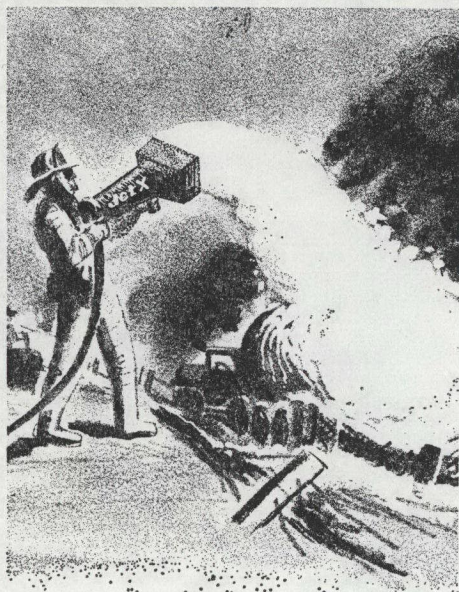
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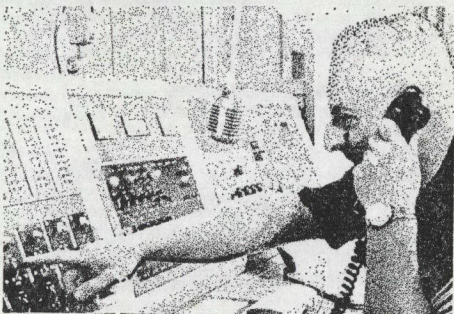


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