

CALIFORNIA PROFESSIONAL FIREFIGHTERS
CALIFORNIA STATE FIREFIGHTERS' ASSOCIATION



MEMORANDUM OF UNDERSTANDING

BETWEEN

**CALIFORNIA FIREFIGHTERS, DBA CALIFORNIA PROFESSIONAL
FIREFIGHTERS**

AND

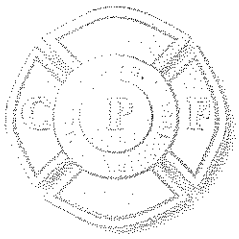
CALIFORNIA STATE FIREFIGHTERS ASSOCIATION, INC.

The California Professional Firefighters (CPF) and California State Firefighters Association (CSFA) agree on the following terms and conditions guiding the relationship between the two parties and their respective roles as fire service organization.

The principles outlined in this agreement become effective upon the signature of the Presidents of both CPF and CSFA and remain in force until such time as they are amended, or the agreement is nullified as a result of a violation of its provisions by either party.

The agreement is signed in accordance with the Constitution and By Laws of both California Professional Firefighters and California State Firefighters Association.

1. CSFA will not make endorsements of candidates for any state constitutional office, including Governor, Lieutenant Governor, Attorney General, Secretary of State, Treasurer, Controller, Insurance Commissioner, Superintendent of Public Instruction and State Board of Equalization. This agreement also applies to any additional state constitutional office that may be created through constitutional amendment or voter initiative.
2. CSFA will not make endorsements for any full-time, paid appointed position in state government that affects career firefighters, including State Fire Marshal, Director of the Office of Emergency Services, Director and Deputy Director of California Department of Forestry and Fire Protection and Director of the Office of Homeland Security. This agreement also applies to any full-time, paid fire-service related position that may be created as a result of government reorganization and/or legislative action. For the purpose of this section, boards, commissions, task forces and working groups are not included.
3. CSFA will not endorse any candidate for the Legislature – Senate and Assembly – that conflicts with endorsements made by CPF, nor will CSFA endorse any candidate for the

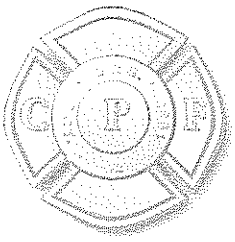


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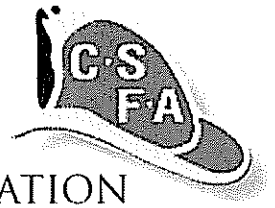


Legislature in opposition to any CPF affiliated local. In those races where CPF or CSFA wishes to take a "No Endorsement" position, a request to make "No Endorsement" should be honored if at all possible by the requesting organization. It is the view of the CPF Executive Board that "No Endorsement" is, except in rare cases, an affirmative, strategic decision that should be respected by both parties to this agreement. Any disagreement about CPF's or CSFA's positions should be addressed directly between the presidents of the two organizations prior to the release of any endorsement.

4. CSFA will only make endorsements in local government offices in accordance with the CSFA policy, provided there is no opposition by any CPF-affiliated local that would be affected by the outcome of the election or by CSFA's involvement in the race.
5. CSFA will not sponsor or support any bill involving any labor-related issue that CPF opposes or would likely oppose.
6. CSFA will likewise not oppose legislation involving any labor-related issue that is sponsored or supported by CPF.
7. The presidents of CPF and CSFA will meet, at a minimum, on a quarterly basis.
8. The Executive Boards of CPF and CSFA will meet twice a year to establish and enhance relationships and work toward mutual respect for each other's organizations and possibly toward mutual support of membership in both organizations.
9. CPF and CSFA will work to promote and provide leadership for the "California Fire Service Coalition".
10. CPF will neither interfere with nor discourage membership in CSFA or any CSFA-affiliated local association. Likewise, CSFA will neither interfere with nor discourage membership in CPF or any affiliated local. Each organization will encourage its local affiliates to abide by the same principle.
11. The resulting agreement will be publicized through a joint statement that speaks to the future. Neither CPF nor CSFA will cast any agreement as a "victory" for any one individual or organization, but rather as a victory for all firefighters.
12. CSFA and CPF agree not to publish derogatory remarks about the other or to issue preemptive statements about issues related to this agreement without prior consultation.



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13. Each organization agrees to assign liaisons to the other organization in order to further foster communication and coordination between the two groups.
14. CPF and CSFA will continue to discuss coordination on ballot propositions and voter initiatives – state and local – in an effort to find a consensus that reflects the spirit of this agreement.
15. CPF and CSFA will mutually assist one another with access to fire service related state agencies and appointed officials.
16. Any violation of this agreement is cause for nullification.

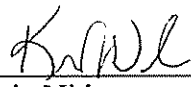
This Memorandum of Understanding constitutes the complete agreement of the parties with respect to the issues negotiated between the organizations from January, 2004 through October 4, 2004. The agreement is finalized through the signatures of the undersigned on this **11th day of October, 2004.**

For California Professional Firefighters:

For California State Firefighters Assn.:



Lou Paulson
President



Kevin Nida
President