

The Worker



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President's Message

Sisters and Brothers:

At our last two union meetings, motions were made and approved to advance a recall vote regarding my service as President of IAFF Local 29. Under our bylaws, when a recall motion carries twice in consecutive meetings, the question is required to be moved to a full membership vote.

That vote will now take place by online ballot between **February 2 and February 9**. All active members in good standing will receive voting instructions and links once the balloting window opens.

I want to acknowledge this moment clearly but without division. This recall effort is occurring without cause and not the result of discipline, misconduct, or any decision that harmed the union. I simply ran for president, lost a close election, and accepted the appointment after the elected winner resigned from the position. When that occurred, we still had unfinished work to complete including contract negotiation, staffing matters, and ongoing labor issues. With no one else volunteering to serve, I stepped into the role to support our membership and to represent our interests at the bargaining table and within the department.

Whether we agree or disagree on where we are right now, I think it is important to remember that at the heart of all of this is service to the membership. I volunteered to continue doing that work because I know the job, I care about it deeply, and I am not afraid of the challenges that come with it.

I am not here to fight with management nor do I wish to spend my days battling personalities. I want a professional relationship that serves our members well. But I also will not set aside the rights of firefighters or leave important issues on the table just for the sake of being popular or comfortable.

The decision now rests in your hands, which is exactly where it belongs. That is democracy in action. I respect the process and I respect every vote. Whatever the outcome, I will accept it fully. I can continue doing this work if that is what you choose, or I can go back to my life and spend more days off with my family. I am truly fine either way.

What matters most is that every member has a voice. Please make sure you vote when the balloting opens and encourage your crew mates to do the same. Turnout matters.

Thank you for the trust you have shown in me so far, and for the role you play in shaping the future of Local 29.

In solidarity,
Randy

Vice President's Message

As we start the new year, I thought I would take a few minutes to say thank you for electing me as your Vice President. I have spent the first month or so trying to get my feet under me and get up to speed on the day-to-day of the union.

As many of you already know, I'm not a guy who likes to write a bunch of words so that you can read a bunch of BS. I'm not sure exactly how I will fill the worker each month but I've got a few ideas. If you have any suggestions for topics feel free to reach out.

Again thanks for allowing me to work for you. I will do my best to earn that trust.

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Local 29 Events



The poster is for a Spokane Firefighter Fundraiser. At the top, it features the 'FIREFIGHTER STAIRCLIMB' logo with a sun icon and the 'LEUKEMIA & LYMPHOMA SOCIETY' logo with a red drop icon. Below these is the main title 'SPOKANE FIREFIGHTER FUNDRAISER' in large, bold, blue letters. Underneath the title are two logos: 'Team Knighten' on the left, which includes a fire department emblem and a building, and 'David's' on the right, which features a cartoon character and the text 'HAND-CRAFTED PIZZA SPOKANE, WA'. The event details are listed in red and blue text: 'Sunday, January 18th, 2026', 'Portion of food/drink proceeds donated from 11AM to 8PM', and 'Live Raffle from 4:00 PM to 8:00 PM'. The location is 'David's Pizza - 803 W Mallon Ave, Spokane WA'. A central box with a blue border contains the text 'FOOD & DRINK', 'RAFFLE PRIZES', '50/50 RAFFLE', and 'DONATIONS WELCOME!' in red. At the bottom, it says 'Spokane Firefighters Stairclimb Team' and 'Proceeds go to Blood Cancer United' next to a '1-800-BOARDU' logo.

FIREFIGHTER STAIRCLIMB
LEUKEMIA & LYMPHOMA SOCIETY

SPOKANE FIREFIGHTER FUNDRAISER

Team Knighten

David's
HAND-CRAFTED PIZZA
SPOKANE, WA

Sunday, January 18th, 2026
Portion of food/drink proceeds donated from **11AM to 8PM**
Live Raffle from **4:00 PM to 8:00 PM**
David's Pizza - 803 W Mallon Ave, Spokane WA

**FOOD & DRINK
RAFFLE PRIZES
50/50 RAFFLE
DONATIONS WELCOME!**

Spokane Firefighters Stairclimb Team
Proceeds go to Blood Cancer United

1-800-BOARDU

At the end of this issue, you will find a cut-out for Weingarten Rights to place in your wallet/purse/billfold. These are the rights that union members have and must continue to fight for. More will be printed out and laminated at the union hall as I get more accustomed to my duties as your new secretary.

Union Strong

-Justin Wells

SFFBU VP

Brothers and Sisters of Local 29,

2025 was a tumultuous year for us. We began with big promises of cooperation and progress, but finished with confusion, anger, and stagnation. I've never been more confused about the state of our union or my own place within it. These are interesting times—and not always in a good way. After being poorly led for so long, there's been a scramble to fill the void, with promotional lists becoming exhausted, going 20 to almost 30 positions deep. No real vetting, no true credentialing—just friendships, loyalties, and flawed processes paving the way. The absence of real training or thorough scrutiny has led everyone to become a so-called “expert” or influential personality.

It's a mirror of society at large—increased access to information, YouTube, the rise of Joe Rogan, and podcast culture. Every special operator is suddenly a leadership guru with a book deal, preaching grit and perseverance, while the airport baggage handler spends twenty years hunched over in the

IMHO

First off, thank you to everyone for bestowing this trust in me to take on a role so important to the wellbeing of this union, its members, and their families. This month *The Worker* already has a lot of information to go over, so I won't take up too much space.

In my honest opinion, I am just a conduit for the voices of the union that deals with admin and the city with the other principal officers. Hold us accountable, we serve you. Know that not everyone will be happy with the choices that come out of the room we bargain in. Strive to make this union stronger by being involved and having each other's backs. Be happy for the gains we make, and help find the solutions for the losses we take. Let your voice be heard.

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belly of an airplane in anonymity, exemplifying the true meaning of those words. Meanwhile, internally, we see the same pattern. Your President, VP, BUVPs, training, and city HR recently ran the hiring panel for the next recruit class. Lieutenant Price sent out an email that seemed clear and concise about personal references for applicants. What came back? Roughly a dozen references, ranging from “he’s a good guy” via text to a single email that actually followed Price’s intent. Most of the input was just passing comments on candidates during a fly-by at a station, sometimes just a nodding acquaintance—yet everyone weighed in like an authority.

The intention, as I saw it, was to gather honest, expert opinions on the applicants—insights from people who really know them. It stands to reason that members of the SFD would be most likely to identify applicants who would contribute and have the best traits and skills needed. What we got instead was everyone chiming in as implied experts on people they barely knew. This is the culture I’m struggling with—this internal confusion is exhausting. My elected position has allowed me access to these boards, which is both humbling and terrifying. Humbling because I would never have been hired under panels like the ones I’ve served on, and terrifying because no one, including myself, on those panels truly knows what they’re doing.

If there’s one thing I’ve held onto longer than my job here, it’s my physical training. My goals have

swung wildly and I’ve had brief breaks, but I’ve always tried to stay connected to a physical culture. I’ve voraciously consumed internet content on human performance, only to watch much of it be debunked over time. For context, I have a blue belt in judo—which is basically a participation ribbon. If someone asked me for tips or instruction, I’d have no business providing it. Yet I constantly hear people with the same participation-ribbon-level experience offering advice on how to conduct interviews or how to answer interview questions as if they’re seasoned experts. I’ve also noticed this with fire ground performance. This is absurd. It’s even more so when I hear physical standard opinions from people who haven’t seen their own toes without the use of a mirror—yet they’re quick to chime in on a call for higher physical standards for the department, oblivious to their own state.

So why am I writing this? Because I want to call out this “false expert” culture we have. None of us are true experts in these roles, especially considering our experience levels. Please understand—everyone’s intentions are good, and we’re all doing the best we can. But we need humility. We need to recognize our limits and be more truthful about our expertise. The only thing I feel I can genuinely speak to with any authority is the leadership I’ve experienced. Maybe the rest is just griping on my part.

I’m left with more questions and intend to do more research and writing. Let’s be more honest about

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what we know, what we don't, and what we're really good at in the meantime. More to follow.

Respectfully,

Sean Golladay

Wellness Update

Now Enrolling: Medical Weight Loss Pilot Study

SFFBT is partnering with ERHC-North to offer a limited **GLP-1 Medical Weight Loss Pilot Study** for eligible members — including spouses and partners. Led by Dr. Hilvers, this year-long program combines GLP-1 medication therapy with nutritional counseling, fitness coaching, behavioral support, and ongoing medical oversight for an integrated approach that's focused on sustainable weight loss and metabolic health. Space is limited, and only 10 participants will be selected.

Who should consider applying? This opportunity is open to SFFBT members and spouses/partners who meet clinical eligibility criteria, including a BMI of 40+, or BMI of 35+ with at least one related condition (such as hypertension, high cholesterol, sleep apnea, or diabetes). Selection will be based on eligibility and readiness to participate in a year-long study. If you think you may qualify and want to learn more, the next step is a confidential consult where program details, expectations, and costs will be clearly explained.

To express interest, contact ERHC-North at (509) 824-7327 or infonorth@er-hc.org by February 2, 2026. **Christina Clark**

Meeting Minutes

Union meeting

01/13/2026

The regularly scheduled January Union meeting was opened at 7:00p.m. with a quorum present, consisting of "53" members. Reading of the minutes was dispensed as they were emailed to all members, without objections, the minutes are approved.

Roll Call of Officers:

President Randy Marler, Vice President Shane Skipworth, Treasurer Javier Cervantes, Secretary Justin Wells, SAFO VP Mike Kulsrud, SFFBU VP Sean Golladay, Executive Board Member ~~Eric Staggs~~, Executive Board Member Mike Walker, Executive Board Member ~~Justin Freeman~~, Executive Board Member Jhar Fuller, Executive Board Member Kasey Austin, ~~SIA VP Adam Englund~~, Trustees: L29 – Blake Slater; ~~Spencer Stocking~~; SFF – Nick Ulowetz; ~~SAFO Dave Kovac~~; ~~SIA Tylor Domino~~, Grievance Committee: L29 – ~~Kevin Goodloe~~; ~~Chris Rogers~~; ~~Trevor Richards~~; SFF – Jhar Fuller; ~~SIA Josh Weaver~~

Swearing in: Treasurer Javier Cervantes, Secretary Justin Wells, SAFO VP Mike Kulsrud

Executive Board – President Marler reported on today's meeting. Present were Marler, Skipworth, Cervantes, Wells, Kulsrud, Golladay, Staggs, Walker, Austin, ~~Freeman~~, Fuller, ~~Englund~~

Items discussed included:

- WSCFF 9th Dist Rep
 - Board meeting reviewed "strive for excellence"

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- Met with a money manager to ensure funds for council are diversified
- Leg planning
 - 60 day session
 - Protect LEOFF1
 - Give LEOFF1 members one more lump sum, keep it funded, then move it to LEOFF2. The state wants the money, they need to plug the holes in the state budget.
 - LEOFF1 is \$3.2 billion over funds.
 - L&I - If no L&I dermatologist is within 20 miles from your personal house, you can see any dermatologist for a job related injury.
 - L&I wants you to be able to see your own doctor be released back to duty.
 - PFML- It is going bankrupt. Not going away. The state needs to answer the following, how does the state fund it? What language do they change?
 - Add vertical language to 296-305 to add language for recruit school for firefighters.
- Mirror LODD language for catastrophic disability. If a member is critically injured, but did not pass, benefits pay out differently.
- Presentations
 - No presenters.
- President's Report
 - Stop Investigation Letter
- DFM EMT-B - City came to lateral DFM's to have them pay \$1k and then additional \$900. We will talk to the admin about this, and remind them that this is against any previous practice.
- Vice President's Report
 - Clothing/PPE Committee
 - Looking at particulate hoods for the new WAC.
 - Signed a contract with GLOBE, 1 year extension.
 - Grievance Committee
 - Cease and desist letter for the investigation.
 - Safety Committee
 - Resize the amount of members on it and replace Greg Haff on the committee.
 - SOG Committee
 - A couple SOG's ready to submit.
 - Peer Support
 - Nothing to report
 - Public Safety Committee
 - Meeting last week, no rep from our local.
 - Health and Wellness
 - Lee Mcnamee came in and talked about his time at the center of excellence.
 - Lithium-Ion class with decon information from Jason Edwards coming soon at training.
- Treasurer's Report - January 9th 2026
 - **Accounts**
 - · Savings \$102,740
 - · Checking \$24,474
 - · Legal Def. Fund \$349,675
 - · PR Fund \$11,898

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- · Income Loss \$15
- · LODD \$13,499
- · Honor Guard \$4,069
- · Motion/Project \$109,293
- · Mega Hundreds \$608
- · Pipes and Drums \$5,063
- · Union Hall \$13,099
- · L29 PAC \$90,3329
- · Benevolent Fund \$39,418
- **Loans**
- · Union Hall loan \$744,905
-
- Benevolent Fund
 - \$175 from a comedy show.
 - No requests in January
- Upcoming travel slightly over budget of what was approved at the end of 2025.
- Secretary's Report
 - Deferred Comp
 - No meetings, Justin Wells' to take over Corey Newman's spot on the committee.
 - Hammer FireOps101
 - Marcus Riccelli is a go. Nothing from Matt Boston yet.
 - Social Media
 - We are back on Facebook & Instagram
 - Will be seeking a new social media member.
- Member asked if a spouse can manage it? No
- SAFO VP Report
 - No meetings since last ops meeting. Hopefully after L29 finishes their contract.
- SFFBU VP Report
 - Nothing to report
- SIA VP Report
 - Not present to report
- Station Rep Reports
 - Station1
 - Cameras at stations. What is the intent, how long is it stored, can it be used for discipline (members are late to work)? Letter to admin
 - Station 2
 - Contract - Meet with Darin on Thursday, next Tuesday and Wednesday mediation.
 - Dispatch questions (Kasey SME)
 - New dispatch director
 - We need a new phone system, new report tracking system, and repurchasing new equipment.
 - SREC to do all call taking and dispatching for 2026
 - 2 years until we can dispatch our own.

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- We want to maintain that they have their EMT-B
 - We want our dispatchers to talk to the callers, no more 3rd party relaying information.
- Station 3
 - Nothing
- Station 4
 - Questions about recall process- Falls under unfinished business for the Union meeting night of 1/13/2026. E-Board will then send out to the members in good standing notification of recall vote. Vote to be on-line.
 - Questions about the pause in the investigation - We have a letter to Chief Williams to halt the investigation until the union has a chance to review the accusations. We have a right as a union to know what members are accused of. Happenings in the Union hall during union business can not be brought up and investigated by the city.
- Station 5
 - Nothing
 -
- Station 6
 - SIA has a new chief. They want to add a 4th to crews.
 -
- Station 7
 - Does funeral leave effect FLSA/holiday pay - Yes
 - City mandating that you use your own sick time until PFML kicks in.
- Station 8
- Station 9
- Station 11
- Station 13
- Station 14
- Station 15
 - Comedy show low showing.
 - Nick Ulo is the man and is taking it on next year.
- Station 16
- Station 17
- Station 18
 - Member noticed that they were missing \$3600 from their pay.
 - Missing holiday, missed flsa hours, promotion mispayment
- Training
- MSO
 - Conversion from 42's to days to 42's leads to mispayment. Bring to L\M.

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- SIA falls under their own medical director, we are the primary medical care. We must be primary patient care and complete reports. If no patient contact, then document as such.
- Committee Reports
 - SFFBT
 - GLP-1 Trial to start. Feb 2nd to submit to be part of the trial. BMI of 40+, or BMI of 35+ with at least one related condition (such as hypertension, high cholesterol, sleep apnea, or diabetes)
 - Engine
 - No update
 - Equipment
 - Battery powered circular saws on all trucks now, will have 9 ½" blades.
 - Vent saws coming soon. 20" stihl.
 - Paramedic
 - The 3rd paycheck of the year should have the money for re-cert from last December.
 - Eric Staggs to be SME for BRU
 - Wildland
 - Team sign up closing for IMT January 16th.
 - Cancer Support Network
 - Fire Cancer prevention month
 - Submit your PIERS reports. If you do not remember your information, or you can't find a member, reach out to Justin Wells for username & PW reset.
- Party planning committee
 - Nothing
- Events
 - Event Assignments
 - Bloomsday (Wells)
 - No update
 - Christmas Carousel (Freeman for Craig)
 - Nothing
 - Cliff/Cannon Block Party (Freeman)
 - Nothing
 - Coats for Kids (Fuller)
 - Nothing
 - Fill The Boot (Austin)
 - Order new supplies
 - Price out a tent/shade cover
 - Santa Float (Walker)
 - 7 days total.
 - Need a place to store it until the shop is built.
 - Buy new supplies for next year. Including beards.
 - St Patty's Parade (Staggs)
 - No engine until the shop is built.
- Motions and Discussions
 - President Marler-Stix Diabetes
 - President Marler - "Make a motion to support Stix Diabetes Dinner and Auction using \$3,000 from our PR fund as a Fun & Games sponsor"
 - 2nd Mike Walker
 - All yea, no nay.
 - SB 6037 & HB 2224
 - President Marler sent a letter to Chief Williams that Local 29 supports these bills.

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- Members new motion - Basketball club for the union. Will be brought up in the new business part of the Union meeting.
- Labor Management
 - No updates from last month. The next meeting is next Thursday.
 - Next discussion items:
 - Conversion pay for 42 hour weeks to days back to 42 hour days.
 - Re-cert paramedic bonus pay - Total time as a medic (NERMT or City time)?
 - If CPAT comes back for our hiring process, do we run it? And if so, has local 29 talked to the city about it.
 - OOG should go to Battalion Chief level as well. Captains on the chiefs list should receive OOG for their shifts on the car.
 - Past 31 days, 61% of the time there was a non-assigned BRU person on the BRU.
- Shop update
 - Permit is approved. Start in January 2026.

Benevolent Fund: Chair – Randy Marler

Good and Welfare – Trevor Ashe is doing well, sore neck and random spells of dizziness, will be back soon.

Fund Raiser for Team Knighten January 18th @ Davids pizza. Portion of food/drink proceeds donated from 11AM to 8PM, Live Raffle from 4:00 PM to 8:00 PM

Pickleball tournament for Local 4045 Northern Lakes Firefighters and Red and Blue foundation. Feb 20th.

Brett Johnson was lead on Skate with Firefighters night at the Ribbon icerink.

Nate Powell announced his run for congress. Natepowellforcongress.com

Unfinished Business -

- VOYA Security- VOYA uses the S.A.F.E (Secure Account For Everyone) "The Voya S.A.F.E. Guarantee covers participants in any employer sponsored plan and account owners of Individual Retirement Accounts (i.e., Voya Select Advantage IRA, Voya Select Advantage Advisory IRA, Voya Express Mutual Fund IRA, and Voya Rollover Advantage) where Voya provides recordkeeping services and/or administrative services for the account on our system. It applies to unauthorized activity that occurs online, through the interactive voice response (IVR) system and through our Call Center." Does not cover 3rd party or "held away" accounts. <https://www.voya.com/articles/safe-guarantee>
- Sampson moved to recall President Randy Marler in accordance with Article 8 Section 10 of the Local 29 Constitution and Bylaws. Motion was seconded. Motion carried.
 - 2nd reading-Re-read by Secretary Wells for ease at Brother Sampson's request
 - 2nd by Kasay Austin
 - ayes have it

New Business – Member Motion -

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Sister Feller - Basketball Club and Funding
I move that the union establish a voluntary Local 29 basketball club for the purpose of promoting member camaraderie, wellness, and physical fitness, and that the union allocate up to \$400 per month to support the club's open-gym activities. Funds shall be used solely for gym space rental at an approximate rate of \$50 per hour, with any unused funds reverting back to the union at the end of each month. Participation shall be voluntary and open to all members, scheduling shall accommodate varying shifts when feasible, and gym space shall only be reserved when sufficient confirmed attendance exists to justify the expense.

2nd by Brother Langlois
Motion Failed

The Secretary is seeking a Social Media representative. E-mail will go out to active members in good standing seeking applications. Applicants will be interviewed by the secretary and other members of e-board and at large.

Mtg concluded @ 07:51 with 58 members present.

\$200.00 monthly drawing, in honor of our brothers who died in the line of duty this month, went to Josh Simpson.
Mega Hundreds drawing is at \$600.00.
Drawing went to Hayden Love who is not present, so next month drawing will be \$700.00

OP-Eds

Brother and Sisters of Local 29,

I have been a member of this local for 14 years. Before that I spent four years in the Marine Corp. My entire life I have been a part of the government. I believe in the good works and the positive impact the government, you and me, can have on people's lives. But right now governmental leadership is more interested in fighting each other, and collecting campaign contributions from billionaires than fixing the problems on the streets that we live and work on.

I have sat at the kitchen table at the station and griped about the problems and solved all of them in my head for the last ten years. I have seen things getting worse, felt it, experienced the change in call volume just as I'm sure you have, and it has reached a point that I can no longer sit by while there is work that I could be doing to make a better country. This process started for me with doing some work for the Local, knocking doors for a city council candidate. That day I found out two things, 1- I was the only union member, not just of local 29 but of any union, to volunteer for their campaign and 2- Firefighters are absolutely perfectly trained and designed to knock on strangers doors.

Our country is in a crisis, of political polarization, of wealth inequality, and of hope for the future. This is by design, the same people who own the media, control what we feel and who we are angry with benefit from that anger to sell ads and keep us divided. The billionaires who bought the government have attacked labor and the right to organize because it is the thing that can bring balance back to our country, organized working people, a bulwark against the money in politics and corporate political parties. The division has come

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from above and trickled all the way down to our city and union.

America needs to see that Solidarity is not lost, that We the People can come together, despite and because of our differences to fight for a future we can all look forward to. Where hard work pays off, with opportunity to prosper, and where we will not become numb and accept people dying on the streets.

Let Local 29 be that powerful example. Our demonstration of Solidarity, the first domino to remind organized labor, working people, and America of the power they once had to come together and make good things happen for our people and to fight back against those that want us divided. I can't do it alone, double everything that I've got is still not even close to enough. But we can do it together. We fix problems, we show up when things are in chaos and catastrophe, bringing order back. Our country needs us now, to bring us through the crisis. I believe there is a golden era on the other side, if only we have the strength to fight through.

We are running for US Congress, Washington's 5th congressional district. A voice for labor and working people. Let us be the example. Your support in the form of time, effort, and a donation to the campaign will be the difference between success and failure. Thank you.

-Nate Powell,
Natepowellforcongress.com

Classifieds

As a WSCFF member, you have access to **LegalShield**, a legal benefit designed to give firefighters and their families affordable, everyday access to attorneys.

One of the most important benefits included—especially given the risks of the job—is **Estate Planning**.

What's included for just \$18.95 per month:

- **A Will, Living Will, and Durable Power of Attorney**
(for the member and spouse)
- **Unlimited legal advice** for personal matters
(contracts, consumer issues, family law questions, traffic tickets, and more)
- **24/7 emergency legal access**
- **Free updates** to your estate planning documents as life changes

Many firefighters put this off for years, but having a current Will in place ensures your family is protected and your wishes are clearly documented. Getting started is simple and only takes a few minutes using the dedicated WSCFF enrollment site:



[Enroll Here](#)

If you've been meaning to get your Will done—or update an old one—this is a smart way to start the New Year with peace of mind.

If you have questions, feel free to reach out directly.

Lorna Gifford 253-844-0077

Local 29 Basketball Group



Interested in Firefighter Basketball? I'm putting together a firefighter basketball club and am looking for any leads on gyms or courts that might be willing to donate space for firefighters. If you have a connection or idea, please

reach out - I'm happy to take it from there. Better bring your ankle braces.

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Contact:

Union sister McCall Feller

Phone: 406-399-4257

Email: mccallegeller@gmail.com



Print outs

WEINGARTEN RIGHTS

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative or steward be present at the meeting. Without representation, I choose not to answer any questions."

Spokane Firefighter Credit Union Annual Meeting tickets are still available for the upcoming annual meeting. SFCU is not only where most of us do our banking, they are one of the biggest supporters of our union. Every year is a blast, and we hope to see you there this year. If you have not purchased your tickets yet, follow the pricing from the flyer at the end of this issue and you can purchase your tickets with the following QR code. Simply put the name of yourself and your guest and the tickets will be at the door.



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**TICKETS
ON SALE NOW!**



ANNUAL MEETING

FEB. 7, 2026 • 6PM

**DINNER, DANCING,
and PRIZES.**

DOUBLETREE HILTON HOTEL
322 N. Spokane Falls Ct.

Members \$20.00 | Guests \$40.00
Discount Hotel Rooms Available
\$144 + taxes

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with the DoubleTree at
Hilton by calling
509-455-9600.**

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