



The Pulse

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Volunteers since 1967

The "Heartbeat" of the Huntington Community First Aid Squad

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PRESIDENT'S REPORT

Roger Winter

November is an interesting month. Daylight savings time ends and we then seem to get up in the dark and get home after work in the dark. I sense that Winter is on the way, hopefully an Indian Summer day in between. There is election day the 2nd of November, Veterans Day on the 11th and Thanksgiving on the 25th - all important days to remember.

At the squad it is important to note that at the November General Membership meeting on November 8, 2010, we have nominations for next year's Operational Officers and Board of Directors. It is vital that all members who can please attend this meeting as nominations are a way to voice your opinion on who you think should help operate our organization. Your nomination and subsequent vote in December determines the path of HCFAS.

OPPORTUNITY. What an interesting word. It conveys many thoughts to me... As my parents were immigrants to this country many years ago, it meant a new beginning, a chance to make a decent living and to provide for a family in a new country. They found out that the streets were not lined with gold but that success was based on hard work and dedication to a goal that they strived to achieve. What does it mean at HCFAS? Many new members who join learn that we too are a family with many opportunities. Some are very grateful to give some of themselves back to the community by volunteering more than 200 hours if you come in weekly, take a variety of first aid classes, some take EMT-B classes and some EMT-CC and EMT-P classes. Some become drivers, crew leaders and some just want to be outstanding First Aiders. Some of our members even enter into the professional arena and become professional EMS prehospital care givers, nurses and doctors. We are a great stepping stone to the next level. HCFAS gave them the chance, the opportunity and the practical education to become whatever you want in the medical field.

As the year draws to an end it is important for all of you to review the LOSAP documentation that is posted on the wall. LOSAP is important to all members. I am sure that the younger members do not see the importance yet, but as time goes by and you accumulate years of service and the reward comes down the line in your retirement years you will realize the it. The LOSAP documentation and the HCFAS obligation are two separate entities. A Captain might approve you being late for your shift but the LOSAP law requires you to fulfill a prescribed amount of time to receive credit for that shift. Please review the laws regarding LOSAP and if you have any questions please contact Robert Franz or someone on the LOSAP committee.

The finger reader will be the sole source for signing in and out for your shift and for duty assignments starting in November. Administrative duties and some out of building activities will be recorded in the finger reader as an assignment or by traditional paperwork. There are still going to be some tasks that need to be put down on paper and later inputted into the system by committee.

Remember to attend the November General Membership Meeting to voice your opinion and support for your candidate that you nominate for office.

Happy Thanksgiving to all and may you all have many things to be thankful for.

As always my door is always open.

Third Deputy Chief
David Mohr

A continued thank you to all who help out in keeping the building and vehicles in operating condition. Many of you go unrecognized as you do your “things” on a regular basis without being asked. One such person is Sal Signorelli, who every spring and fall makes sure that the outside lights are adjusted with the lengthening and shortening of the days. Something that we don’t notice, but he dutifully makes the changes each season without being asked. Also, a thank you to Bernard Poole for bring and retrieving the trailer for lettering.

Below is the ambulance rotation for the next month.

Ambulance Rotation for 2010

Ambulance Rotation will occur each week on Monday at 1900hrs

Week of	First	Second	Third	Fourth	Fifth	Sixth
11/1/10	17	18	19	20	21	16
11/8/10	18	19	20	21	16	17
11/15/10	19	20	21	16	17	18
11/22/10	20	21	16	17	18	19
11/29/10	21	16	17	18	19	20
12/6/10	16	17	18	19	20	21

Projects we are working on and their status as a result of member input:

- ~ Rearrange the trophy cabinets and have picture and plaques hung. In progress.
- ~ Placing a piece of plexiglass over to the ribbon on the dedication wall to protect it. Getting an estimate.
- ~ Hang the pictures of our previous buildings and an HC, Map and Star of Life along the north wall by the bar. We are getting estimates.
- ~ Make the trophy cabinet in the lobby a history of the Squad. Working on clearing the items in it out.
- ~ A Memorial Tree in honor of our passed members. The tree has been ordered. It will go on the wall of the second landing on the staircase to the second floor.
- ~ The Life Membership plaques and Charter Member plaque will be moved to the wall to the right as you exit the elevator after the memorial plaque is replaced with the tree.

Work details are every 2nd and 4th Saturdays, beginning at 0900hrs. Come on down and help spurs up your Squad.

Fall Festival

David A. Mohr

Once again the Columbus Day weekend provide the Squad with its largest stand-by challenge of the year and once again you, the membership, stepped up and answered the challenge. Six hundred and eight (608) hours of volunteer services was provided to the Chamber of Commerce and the Town of Huntington. Thanks to the 53 Squad members, 24 Post members and 7 surrounding departments for your assistance. We treated 20 patients, with three having to be transported to the hospital. I would like to thank Eaton's Neck, Dix Hills, Halesite, Cold Spring Harbor, East Northport and Greenlawn fire departments, along with Commack VAC for their assistance. Thanks also to the following Squad and Post members:

Operational Personnel

Erica	Alicea	Gail	Glister	Bernard	Poole
Todd	Atkins	Joe	Grant	Tim	Quigley
Mike	Barker	Claudy	Grimadeau	Brian	Quinn
Nancy	Barker	Nancy	Griesel-Eckhart	Patricia	Reciniello
Dale	Bartolomeo	Linda	Guadagnin	Tommy	Romano
Luke	Bartolomeo	Paul	Kelly	Keith	Rubenstein
Jeremy	Boehm	Tom	Lemp	Allison	Russo
Stephanie	Caracciolo	Kathy	Leonard	Sam	Ryan
Brian	Canty	Heidie	Magerla	Mindy	Scalzetti
Nancy	Courtemanche	Donna	Maltese	Tina	Sholes
Krystal	Cruz	Vincent	Maltese	Sal	Signorelli
Joanne	Cunningham	Karen	Martin	Karen	Sprague
Audin	Delva	Nicole	Menditto	Sally	Staszak
Kate	Dolgin	David	Mohr	Kurt	Vetter
Anne	Gabriel	Elizabeth	Mohr	Jonne	Vogel
Rodriguens	Gabriel	Hugh	O'Brien	Chris	Winter
Joe	Gander	Tom	O'Leary		
Tyler	Gibbs	Sue	Otto		

Explorer Post Members

Tim	Charlton	Beatrice	Martinez	Rich	Rodriguez
Danielle	Cochrane	Matt	Matuza	Trinity	Russell
Ashley	Curreri	Sam	Mohr	Isaiah	Salcedo
Matt	Hitta	Krystin	Morales	Ray	Salcedo
Aileen	Maltese	Tara	O'Reilly	Keil	Thomas
Amanda	Manning	Karen	Parada	Kristin	Tiersch
Jacob	Mann	Stephanie	Petrone	Aaron	Walsdorf
John	Maresca	Michelle	Rappa	Kristen	Wollman

Public Relations

Millie	Gabriel
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COMPANY 2 CAPTAIN

Tim Ebert

Congratulations John Connors #1272 on being taken off probation.

Thanks to everyone that has been helping out on the 1100 shift, Alex Witkowski 1207, Sally Staszak 397, Larry Scott 1018, Sharyn Cullen 318, Chris Evers 1216, Tom O'Leary 1187, Audin Delva 1185, Joe Grant 1304, Sal Signorelli 122, Jeremiah Boehm 1225. This shift would be lost without you. My apologies for anyone I forgot.

Don't forget to sign in and out of your shift. It is now the only way to sign in and out, if you have any problems or concerns please do not hesitate to ask.

"Though government has an important role to play in meeting the many challenges that remain before us, we are coming to understand that no organization, including government, will fully succeed without the active participation of each of us. Volunteers are vital to enabling this country to live up to the true promise of its heritage."

President Bill Clinton

Scholarship/Tuition Assistance-Suffolk County Community College- Bob Franz

SERVES - Tuition Reimbursement Suffolk County Community College (SCCC)

The Suffolk Educational program for Recruitment in the Voluntary Emergency Services (SERVES) will have a strict one-time only open SERVES enrollment for the Spring 2011 Semester at SCCC for all eligible volunteer ambulance workers from October 15, 2010 through November 15, 2010. The SERVES Administrative Guide (containing all policies and application forms) is available at the SC Fire Rescue Emergency Services (FRES) home page (www.suffolkcounty.ny.gov). A copy of the Guide is posted on the bulletin board and if anyone has any questions, please contact Bob Franz or Andrea Golinsky.

Proposed By-Laws amendment- term limits-Secretary Bob Franz

The proposed By-Laws amendment-term limits did not pass at the October 11th general membership meeting.

COMPANY 3 CAPTAIN

Martha Brenner

Tuesday has returned to a more normal (read average) call volume. In fact a few weeks have been on the light side: 10/5 CALLS, 10/12 13 CALLS, 10/19 16 CALLS and 10/26 17 calls. Averages so stated it may not have seemed average or light to the 1900 on 10/19 with 8 calls or the overnight on 10/26 with 5 well spaced calls. All were handled without a 24!

Tuesday is pleased to welcome Ann Schwartz #1313 to the 11:00 shift. Ann joins us with her EMT card in hand and some experience as a member of Cold Spring Harbor FD. Welcome aboard Ann.

Ann is joining a busy shift at the perfect time as I am sorry to say that after about 2 years as a permanent fill in on the 11:00 shift Lorrie Stone is leaving in order to add a few more hours of Grandbaby care now that those Grandchildren are coming along so quickly. Lorrie you will be greatly missed by the crew and myself. I thank you for all of the time you have given to a second shift.

Congratulations Juan Flores #1293 on your advancement to First Aider. Juan moved through this level of training by coming in on multiple shifts, and he has begun his EMT training. Good job Juan!!!

Tuesday is glad to welcome back myself and Greg Orr to the 1500 shift. This puts two drivers back on duty on this shift and lets all of you who have been filling in for Greg and I over the past several months off the hook! But PLEASE keep those pagers on, 6 calls last week on the 1500!

Speaking of drivers, Jim Harrigan was finally able to complete his driver training calls after showing up several times on an extra shift to watch the ambulance going down the street just as he pulled into the parking lot. Jim's patience and determination finally paid off!

On another note, I encourage all to come out to the November GMM for the annual nomination meeting. If you are considering running for office please speak to those who have done the job before you to get a clear handle on what the job truly involves!

On a sad note I send my deepest sympathy to Associate Member Eileen Herman and her family on the sudden passing of her son Brian. Our prayers and thoughts are sent out to the Herman Family.

Martha Brenner
2-15-53

COMPANY 6 CAPTAIN

Pam Brenner

Friday Day Captain

Welcome to fall! October has been a particularly busy for Friday crews and I would like to thank all of the Company 6 members and all of the backup personnel that helped to cover all of the calls. In particular I'd like to thank... Jeremy Boehm, Seth Fischer, Luke Bartolomeo, Rich Rudolph, Krystal Cruz, Matt Cappola, Nancy Courtemanche, Tom Hogan, Vinny Maltese, Mark Cappola, Tyler Gibbs, Carol Niceforo, Al Szigethy, Paul Rittenhouse, Laurie Hoffmann, Chief Jeff Brenner, Captain Martha Brenner, Dale Bartolomeo, Israel Cortes, Joe Grant, Jeff O'Neill, Lorrie Stone, Scott Bielanski and Keith Davis.

The 2010 officers have worked arduously over the last nine months to learn and adapt the Finger Reader system. I'm so happy that as of November 1st we are finally going "Live". I'd like to remind all members to finger in and out when they come in for a duty shift and to report any difficulties to your captains. Going paperless will make our jobs as captains easier and I'm excited to save a few trees in the process.

I'd like to congratulate Rich Stein on becoming a first aider and entering Driver Training. Congratulations also goes to James Ostaseski and Joe Grant for becoming first aiders and entering the ACL program.

Help is still needed on the 1100 shift and the 2300 shift. Anyone with a couple of hours to help out would be welcomed with open arms!

Lastly, Christmas Eve and New Years Eve fall on Friday this year. I will be posting rosters soon. Anyone who can help out on these holidays please let me know.

Any questions, comments or concerns? Please feel free to call or email me.

Pam Brenner 2-15-56

November 2010 Service Awards

SHERYL BURKE 20 YEARS

TOM D'ANTONIO 10 YEARS

OZLEM BILGEN 5 YEARS

Full Implementation of the Finger Reader System

The full implementation of the Finger Reader System will occur on November 1, 2010. What does this mean, you ask, since we have been using them for months? The traditional sign-in sheets that the Squad has been using for years and years, along with the LOSAP sign-in sheets, will disappear beginning Monday, November 1st. You will no longer “sign-in” for a shift, you will have to “finger read” in. The sign-in sheet will be replaced with the on-line duty tour scheduling. This new system allows Captain to schedule their duty tours on line and then print out a listing of the schedule for the crews. It also allows members to see their tours and sign up for additional shift on line. It also enables Company 8 members to sign up for a shift on line. When you sign up, an email is automatically sent to the Captain, who will respond back. A full demonstration of the on line duty tour scheduling will be presented at the November GMM.

How will this affect me you ask? Not at all, if you are doing your shift as required. You will just have to make sure that as you enter the building, immediately finger in and as you leave finger out. Finger readers are at both the front and back entrances. A full shift for LOSAP purposes is a four hour block of time, except for the overnight shift, which is an eight hour block of time.

But, what happens if a call comes in as I walk in and I don't get to finger in? Finger in when you return from the call. The call will document that you were on time and your captain will have the ability to reflect that in the records and you will be properly credited for the time.

What happens if I am late for my shift? You will have to let your Captain know. Remember, you can only earn twenty (20) LOSAP points for duty tours and there are fifty-two (52) weeks in the year. So if you are a little late once or twice, you will still get your full LOSAP credit for duty tours.

As with any implementation of a new system, it will not run as smoothly as the current system, there will be bumps in the road. The Operational Officers are aware of this and are ready, willing and able to work with everyone to ensure the smoothest possible implementation. In the end this will be a more efficient system, it will save money on paper, and will provide better documentation of the many hour we volunteers donate to our community. Please be patient and understanding. If you have a question or a concern, contact you Captain. The First Deputy Chief is also available should you not be able to get an answer from your Captain.



New York State Volunteer Ambulance & Rescue Association District 7 Delegate – Andrea Golinsky

PulseCheck 2010 was held in Albany Sept. 30th thru Oct 3rd and was well attended by EMS providers from around New York State.

This Educational Conference offered 30 seminars with topics including pre-hospital emergency care, management and leadership in the EMS organization and how to deal with the media. The conference was well attended by EMS providers from around New York State. Vendors were available to show new equipment and there were several ambulances to check out. Proxies were presented and ballots were voted. The slate presented previously by the nominating committee was elected. They are

President-	Michael Mastrianni
Executive Vice President-	Henry Ehrhardt
Vice President	Chris Bitner
Secretary	Teresa Hamilton
Treasurer	Robert Franz
Financial Secretary	Colleen James

Drill team competitions took place Friday night. Although there were not many teams competing, it was interesting to see them execute the problems given to them.

The Presidential Reception, Banquet and Memorial Service was held Saturday evening. The Memorial Service was, as usual, very moving. Our two deceased members, Sue Bolen and Kathy Gearey were recognized during the ceremony as were the departed members of member departments across New York State.



Huntington Community First Aid Squad was recognized as the Honoree of PulseCheck 2010 and was presented with a plaque which was accepted by Bob Franz and myself.

Claudy Grimadeau is being congratulated by Ernie Stonick upon receiving the Ernie Stonick \$1000.00 Scholarship provided by Good Samaritan Hospital of Suffern, NY



The Memorial Display- a red carnation was put in the display for each departed member as their name was read and a bell tolled.

Candles that were lit in memory of departed members of the Association- Sue Bolen and Kathy Gearey were remembered.





BASICS – November 2010
CO Emergencies
By Mark W. Brenner



The nights are getting colder, and so the heating plans in many households are now being brought to life. That means that we can expect more calls for Carbon Monoxide (CO) emergencies. As promised a few months ago, this month's topic is dedicated to the RAD57 and our response to CO calls.

1. CO is a colorless, odorless, tasteless, non-irritating gas.
 - a. True
 - b. False
2. The use of pulse oximetry (SpO₂) in individuals exposed to CO will produce false high SpO₂ readings.
 - a. True
 - b. False
3. You respond to a call for CO exposure. There is one occupant of the house. Their SpCO reading is 2%. They report feeling a headache and dizziness, but they do not want to go to the hospital. You should:
 - a. Honor their request to RMA.
 - b. Administer oxygen and repeat the SpCO after five (5) minutes
 - c. Transport because exposure to CO is a high risk criteria.
4. Non-invasive CO-oximetry may be used by any:
 - a. EMS provider
 - b. ALS provider
 - c. Operational Officer
5. You respond to a call for a CO emergency. The fire department is on-scene. They perform atmospheric monitoring and the levels are within normal limits. The occupant's SpCO level is less than 12% and is not exhibiting signs/symptoms of CO exposure. You should:
 - a. Understand that exposure to CO make a person lie and transport them.
 - b. Realize that the fire department monitoring equipment is probably faulty and you should transport the occupant.
 - c. No further monitoring of the occupant is necessary. Advise the individual to pay attention for the appearance of signs and symptoms and to seek medical attention if they develop.
6. In the above scenario, the documentation necessary for this call would be:
 - a. Non documentation is needed, not even a PCR
 - b. A PCR is the only documentation needed
 - c. A PCR and an emergency incident log must be written to document history, physical exam, SpCO reading and disposition.
7. You respond to a CO emergency. The occupant for the house is a pregnant female. There are no signs or symptoms and her SpCO reading is 0% even though there is a positive CO reading in the house. You would:
 - a. Allow the patient to RMA
 - b. Call Medical Control as per Suffolk County policy

ANSWERS: 1a, 2a, 3c, 4a, 5c, 6c, 7b

Explorer Post 215

On October 23rd, the Explorers gave demonstrations and training to area Boy Scouts and WEBELOS at West Hills County Park. They learned what to do in case of an emergency, basic bleeding control and fracture immobilization. They were also shown some of the Squad's Special Operations equipment.





Elizabeth Mohr, #1292, receives Honorable Mention for the 2009 Youth Provider of the Year at the recent Suffolk County Regional EMS awards dinner.

Welcome!



***Nicole Menditto
#1294
Sunday 1900x2300***

- Resides in Huntington
- Graduated from Walt Whitman High School
- Former member of Post #215
- Employed at Huntington YMCA
- Future goal is to become a Paramedic/CL

Huntingtonian Mary Beth Steenson Kraese Named Volunteer of the Year



Mary Beth Steenson Kraese, a third-generation Huntingtonian, is honored as District 17 Volunteer of the Year by Suffolk Legislator Lou D'Amaro (D-Huntington Station).

Tireless civic-minded leader Mary Beth Steenson Kraese, a third-generation Huntingtonian, was recently named Legislative District 17 Volunteer of the Year and was presented with a Proclamation from Suffolk County Legislator Lou D'Amaro (D-Huntington Station) in recognition of her service to the community.

Ms. Steenson Kraese is an 18-year volunteer medical technician and dispatcher for the Huntington Community First Aid Squad, a volunteer firefighter for the Huntington Manor Fire Department, a volunteer at St. Peter's Lutheran Church and St. Peter's Pre-School and a member of the Huntington Station Happy Helpers. She is also a Cub Scout and Boy Scout mom who has held a variety of leadership positions for several PTAs in the South Huntington School District.

She has coordinated fundraising and donation programs for the American Cancer Society's local Relay for Life, St. Baldrick's cancer awareness programs, Toys for Tots and our troops overseas. Ms. Steenson Kraese has also "adopted" several local needy Huntington Station families during the holiday season, providing them with money, gifts, clothes and toys. A mother to three young boys, she has inspired her children, who frequently join her to help feed the homeless and hungry on Thanksgiving and at other times during the year.

"Throughout her life, Ms. Steenson Kraese has devoted herself to serving the South Huntington community," said Legislator D'Amaro. "The entire area is indebted to Ms. Kraese, whose selfless actions directly impact and enrich the lives of local residents. She truly exemplifies the spirit of this award and I am proud to recognize and thank her for her efforts."

Ms. Steenson Kraese resides in Huntington Station with her husband, Phillip, and their children. She was recommended for Volunteer of the Year by Patricia Kielawa, a fellow Huntington Station resident, who is Legislator D'Amaro's representative on the Suffolk County Women's Advisory Commission.

HUNTINGTON COMMUNITY FIRST AID SQUAD, INC.

ANTI-HARASSMENT/ANTI-DISCRIMINATION, ANTI-RETALIATION POLICY

Huntington Community First Aid Squad, Inc. is committed to providing a volunteer and work environment free from harassment or discrimination, where all individuals are treated with respect and dignity. To achieve this goal, we must treat each other and workers with whom we share space in a professional and respectful manner at all times. Every individual has the right to volunteer and work in an atmosphere that promotes equal opportunity and prohibits discriminatory practices of any kind, including harassment. It is important for every member and employee to understand that our Squad has zero-tolerance for harassment or discrimination based on sex, race, creed, color, religion, gender, national origin, marital status, sexual orientation, age, veteran status, disability or any other characteristic protected by law.

Just as we are committed to providing a volunteer environment or workplace that is free from harassment or discrimination, we prohibit harassment or discrimination against a patient, vendor or anyone else who does business or interacts with our Squad. Like your fellow members and squad employees, members of the public should be treated politely, and should not be subjected to harassment or discrimination (such as the denial of service).

EXAMPLES OF Prohibited Behavior

Sexual Harassment - While it is difficult to define sexual harassment, it certainly includes, but is not limited to, unwanted sexual advances or requests for sexual favors; sexual jokes and innuendo; verbal abuse of sexual nature; commentary about an individual's body, sexual prowess or sexual deficiencies; leering; catcalling; touching; insulting or obscene comments or gestures; display or circulation in the workplace of sexually suggestive objects or pictures (including e-mail); and, other physical, verbal or visual conduct of a sexual nature. This policy also prohibits harassment not involving sexual activity or language, such as behavior aimed at an individual simply based on his or her sex.

Harassment or Discrimination Based on Any Other Protected Characteristic also is prohibited. We prohibit harassment or discrimination, both verbal and physical, that denigrates or shows hostility or aversion toward an individual because of his/her race, creed, color, religion, gender, national origin, marital status, sexual orientation, age, veteran status, disability or any other characteristic protected by law. We will not permit conduct that has the purpose or effect of creating an intimidating, hostile or offensive volunteer or work environment; which has the purpose or effect of unreasonably interfering with an individual's work performance, or which otherwise adversely affects an individual's employment opportunities or, if a member of the public, which adversely affects their use of our services or interaction with us.

Prohibited harassing conduct includes, but is not limited to: epithets, slurs or negative stereotyping, threatening, intimidating or hostile acts; denigrating jokes and display or circulation in the workplace of written or graphic material that denigrates or shows hostility or aversion toward an individual or group (including e-mail).

These policies apply to all members and employees, regardless of position. They prohibit harassment, discrimination, and retaliation whether engaged in by fellow members or employees, by a supervisor or manager or by someone not directly connected to the Squad (e.g. an outside vendor, consultant or customer).

Conduct prohibited by these policies is unacceptable in the volunteer environment or workplace and in any volunteer or work-related setting including, but not limited to, while on calls, attending classes and other activities outside the immediate volunteer environment or workplace, such as during conventions, Squad meetings and Squad-related social events.

Retaliation is Prohibited

The Squad prohibits retaliation against any individual who reports harassment or discrimination or who participates in an investigation of such a report. Retaliation against an individual for reporting harassment or discrimination or for participating in an investigation of a claim of harassment or discrimination is a serious violation of these policies. Retaliation, like harassment or discrimination

itself, will result in disciplinary action, up to and including termination of membership or employment.

Reporting an Incident of Harassment, Discrimination or Retaliation

The Squad strongly urges that all incidents of harassment, discrimination or retaliation, regardless of the offender's identity or position be reported immediately. Individuals who believe they have experienced conduct that they believe may violate this policy or who have concerns about any conduct, should file their complaints with their immediate supervisor or with the Chief before the conduct becomes severe or pervasive.

Individuals should not feel obligated to file their complaints with their immediate supervisor before bringing the matter to the attention of the Chief. Individuals who are uncomfortable, for any reason, about bringing a claim to their supervisor or the Chief may contact the Squad President. Anyone who makes a complaint to a supervisor or other individual and does not receive a prompt and satisfactory reply within three (3) business days, or who requires immediate assistance should contact the attorneys for the Squad, **Glynn and Mercep, LLP (631) 751-5757** who are authorized to intervene to see that appropriate action is taken to identify and remedy the behavior. ***If you make an Harassment or Discrimination claim against a fellow member of the Squad, the Squad or its Officers and you have not followed these procedures and have not given notice to the Squad's attorneys, your failure to do so may, depending on the circumstances, give rise to an inference adverse to your claim.***

IMPORTANT NOTICE TO ALL MEMBERS AND EMPLOYEES

Members, Employees and others who have experienced conduct that they believe is contrary to these policies have an obligation to take advantage of this complaint procedure. Failure to fulfill this obligation by addressing the problem promptly with us could affect his/her legal rights.

Early reporting and intervention have proven to be the most effective method of resolving actual or perceived incidents of harassment or discrimination. Therefore, we strongly urge that prompt reporting of complaints or concerns so that rapid and constructive action can be taken, The Squad will make every effort to stop alleged harassment or discrimination before it becomes severe or pervasive. We can only do so with the cooperation of our members and employees (or anyone else who wishes to make a complaint).

The availability of this complaint procedure does not preclude individuals who believe they are being subjected to harassing or discriminating conduct from promptly advising the offender that his/her behavior is unwelcome and requesting that it be discontinued.

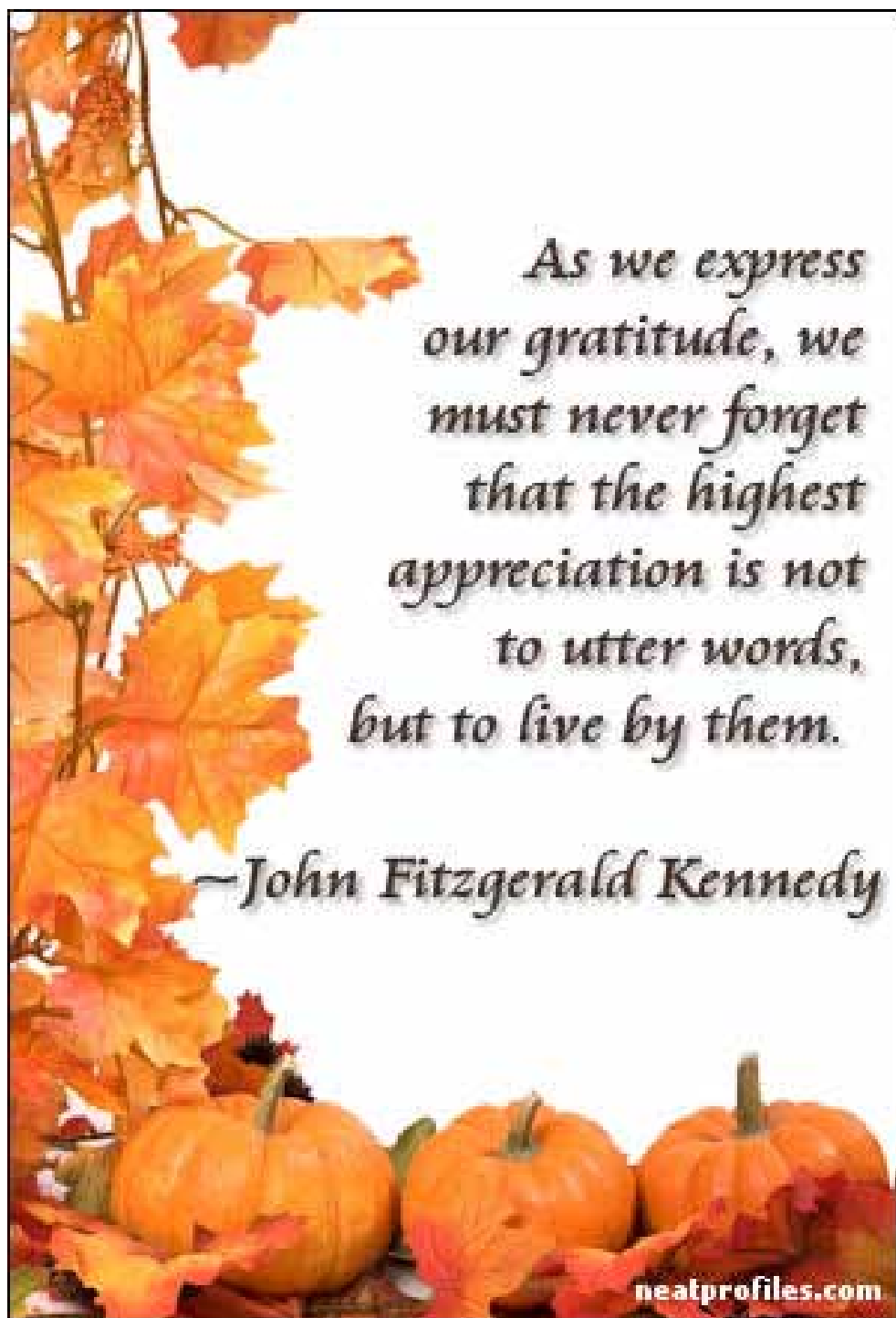
The Investigation

Reporting allegations of harassment, discrimination or retaliation will be investigated promptly, thoroughly and impartially. The investigation may include interviews with the people involved and, where necessary, with individuals who may have observed the alleged conduct or may have other relevant knowledge.

Confidentiality will be maintained throughout the investigation to the extent consistent with adequate investigation and appropriate corrective action.

Responsive Action

Misconduct involving harassment, discrimination or retaliation will be dealt with promptly and appropriately. Responsive action may include, for example, corrective counseling and/or training; referral to counseling; monitoring of the offender's interactions with complainant or others; and/or disciplinary action as the Squad believes appropriate under the circumstances up to and including termination of membership and/or employment..



HCFAS 2ND ANNUAL GOLF OUTING



September 2010 *Good and Welfare* announcements:

Get Well Wishes and Prayers

- ♦ Martha Brenner # 236 - Hospitalized, home recovering, get well wishes and prayers are welcome.
 - ♦ Ann Donegan #692 recent eye surgery.
 - ♦ Eileen Burns #767 - Hospitalized - home and recovering
 - ♦ Norma Signorelli #304, continued get well wishes and prayers.
 - ♦ Jim Mallilo #1030 - mother, Christopher Mallilo #1234 grandmother is very ill and prayers and get well wishes are needed.
 - ♦ Mark Cappola #1087, - mother & father Matthew Cappola #1106 grandparents - prayers and get well wishes.
 - ♦ Sally Stazak #397 - husband John - get well wishes and prayers.
 - ♦ David Mohr # 748 - get well wishes, post surgery
 - ♦ Clair Tesoriero #811 - get well wishes for her father, hospitalized, illness
 - ♦ Orlando Salcedo #935 -hospitalized - get well wishes.
-

We Mourn the Loss of:

- ♦ Kathy Gearey #368, 36 year member, Life Member
 - ♦ Lumi Hazelton's # 1239 - Father passed away.
 - ♦ Alison Russo #884 - grandmother Angelina Fuoco passed away.
-

Congratulation on the Birth of a Baby, Engagements, Weddings

- ♦ Clara Elliot #416 - Great Grandmother on Tuesday, August 24 on the birth of Zachary James Shoop
- ♦ Casey #920 and Jonathan Stone # 1052 - birth of a baby girl, Hailey Elizabeth, future member # 2092 proud grandparents; Richard Stone #1149 and Lorrie Stone # 1150, also grandparents Mary Winter #485 and Roger Winter #496, Uncles Christopher Winter # 897 and Spencer Newman #1082.
- ♦ Wedding announcement of Tom Romano #939, to Tiffanie Sarducci, proud father Sal Romano #925 and family, Sal say's "he's finally out of the house".

October 2010 *Good and Welfare Announcements:*

Get Well Wishes and Prayers

- ♦ *Martha Brenner # 236 – continued get well wishes and prayers are needed and welcome.*
 - ♦ *Eileen Burns #767 – get well wishes are still needed*
 - ♦ *Norma Signorelli #304- continued get well wishes and prayers.*
 - ♦ *Orlando Salcedo #935 –hospitalized surgery – get well wishes, calls welcome.*
 - ♦ *Mary Beth Kraese's Husband Phil had surgery, get well wishes*
 - ♦ *Kathy Leonard had surgery recently and is recovering.*
 - ♦ *Tom O'Leary's son Michael*
was hospitalized recently and is home recovering
-

We Mourn the Loss of

- ♦ *Israel Cortes #1174 on the loss of his wife Rosa Cortes*
 - ♦ *Greg Orr # 983 and Casey Orr # 1283 on the loss of Susie Orr*
 - ♦ *Patty Salajka # 1164 on the loss of her aunt in Florida.*
 - ♦ *We mourn the passing of Vincent Bartolomeo grandfather of Luke and Dale Bartolomeo.*
 - ♦ *We mourn the passing of Bryan Herman, father Life Member Larry Herman, mother associate member Eileen Herman.*
-

Congratulation on the Birth of a Baby, Engagements, Weddings

- ♦ *Congratulations on the marriage of Megan Sarcona #1066 and Keith Davis #1208.*
- ♦ *Congratulations to Mary Beth Steenson Kraese, District 17 Volunteer of the Year by Suffolk County Legislator Lou D'Amato (D-Huntington Station) See flyer attached.*

Explorer Post 215

of the

Huntington Community First Aid Squad



Pasta Dinner

Saturday, November 13, 2010

5:30 – 7:00pm

All you can eat pasta, salad, bread and refreshments

Adults - \$10

Under 12 - \$5

Under 3 – Free

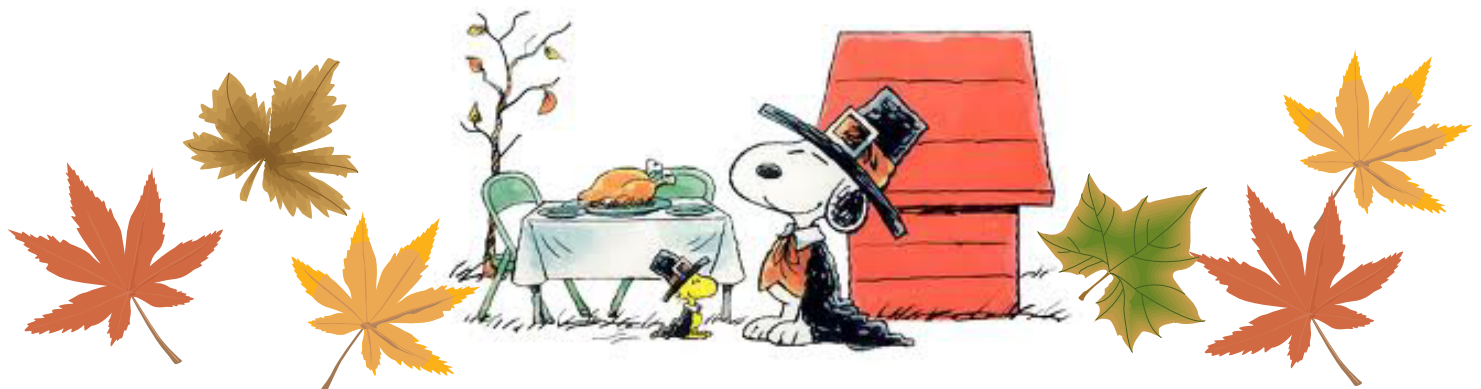
2 Railroad Street, Huntington Station

For tickets call David at 631-988-1433
or email at davidmohr@yahoo.com



November 2010

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2  Happy Birthday! Nancy Eckhardt Election Day	3  Happy Birthday! T. Hirasawa	4	5  Happy Birthday! Lindsay Arlene C. Schlieben	6  Happy Birthday! Timothy Quigley
7	8 GMM  Happy Birthday! P. Reciniello	9	10	11  Happy Birthday! Gina Angevine A. Witkowski Paul Mori Veteran's Day	12  Happy Birthday! Laura Treulich J. D'Andrea Sr.	13
14	15	16	17  Happy Birthday! B. Hershkowitz	18	19	20  Happy Birthday! Pam Brenner Caroline Masten
21 Recruitment Orientation 2 pm	22  Happy Birthday! Mary Beth Kraese	23  Happy Birthday! Martha Brenner Karen Reim	24  Happy Birthday! Martha Brenner	25  Happy Thanksgiving Day	26	27
28  Happy Birthday! Mark Cappola	29  Happy Birthday! Adriana Dovi	30				



PROPOSED AMENDMENT TO THE BY-LAWS

Background and Purpose: The proposed By-Laws addition seeks to address the problem of vacant Chief Officer positions being filled by candidates who receive only a handful of votes.

Proposed Amendment:

Article X, Section 2

Reads:

SECTION 2 - GENERAL ELECTION

Elections for candidates for the offices to be filled shall be held at the regular December Annual Membership Meeting. Voting and election shall be as specified in Section 4 and 5 of this article.

Add:

When a candidate runs for the office of Chief, First Deputy, Second Deputy or Third Deputy, that member must have 51% of the votes cast by membership to be elected to that position. If the candidate fails to receive a majority, then the subsequent election for that position can take place no sooner than the next scheduled General Membership meeting.

Proposed By: Sharyn Bullen #318
Chris Davis #1208
Margaret Connelley 704

First Reading _____ Second Reading _____

Vote Results: For _____ Against _____ Abstain _____

Date: Passed _____ Withdrawn _____ Rejected _____

Signature: Secretary, Board of Directors _____