

CALIFORNIA STATEWIDE LAW ENFORCEMENT ASSOCIATION

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Date: July 9, 2013

TO: CSLEA Membership

FR: CSLEA Board of Directors

Re: Decertification Campaign against CSLEA

Dear Unit 7 Member:

As you may be aware, Peace Officers of California (POC) has initiated a campaign with AFSCME (American Federation of State, County, and Municipal Employees) to decertify CSLEA as your exclusive bargaining agent. POC is the same group that was responsible for the failed attempts to sever (Severance) the peace officer members from Unit 7 and create a new Bargaining Unit (BU). The CSLEA board members are united in our message that the decertification effort is ill-conceived, deceptive, and hypocritical.

POC has sought for years to divide CSLEA and to represent only peace officer members.

POC believes we should be a "Peace Officer Only" bargaining unit -



POC's claim for deconstructing our union was that non-sworn members of BU 7 have hindered peace officers from receiving higher pay and benefits. However, POC has historically failed to support that contention or demonstrate how it would do better after casting aside non-sworn members.

Now, having campaigned for years against CSLEA's non-sworn members, POC is encouraging them to join a decertification campaign that would place them in a massive union of municipal employees. What POC representatives are not revealing is that the move to AFSCME is only a vehicle for them to shed non-sworn members and complete their move to a POC controlled Peace Officer Only scheme.

To make the argument and convince our members to join their destructive campaign, POC representatives have distributed pamphlets that are filled with false and misleading statements that we will tackle individually below:

“For several years, many of us have come to realize that we need a Strong Union who represents the interest of all members in Bargaining Unit 7 both sworn and civilian members”
POC was originally about creating a bargaining unit comprised of Peace Officer Only. Why now did they change their approach to include civilian members when they were steadfastly against civilian members in the past? This is inconsistent with their previously stated motivations.

“Too often the concerns of the dispatchers, examiners, or sworn officers are ignored by CSLEA”
Interesting accusation! POC has spent the last several years trying to sever CSLEA’s peace officers because the union has been paying too much attention to the dispatchers and examiners—allegedly to the detriment of the peace officer members. Where is the documentation for this accusation? CSLEA continuously schedules orientations with new Unit 7 employees who are dispatchers, communication operators, licensing registration examiners, and other Unit 7 classifications. CSLEA visits police officer academies throughout California to educate new cadets about our benefits and services. We gain the cooperation of 46 different state agencies to conduct membership outreaches in conjunction with “in-service” training or attend after hour membership meetings to meet the needs of our members. What we cannot control are POC officials who intentionally disparage CSLEA to the newest cadets who are on probation and vulnerable all the while encouraging these new cadets to join POC and unduly influencing those to opt out of CSLEA membership.

“Elected officers have been removed from office and affiliates have been put in trusteeship without explanation”
False and misleading! The CSLEA Constitution empowers the CSLEA Board to act in the best interests of CSLEA which includes disciplinary action of those who commit overt acts to destroy our union. In every case, notice was provided, appeals granted, meet and confers with specific affiliates took place prior to specific affiliates being placed in trusteeship.

“CSLEA recently changed the constitution without any notice to or input from the membership”
Most businesses with a Board of Directors empower the Board to make such decisions because the directors are representatives of the membership. This is true for CSLEA. The CSLEA Constitution and proposed amendments were presented to the CSLEA Board weeks before our Spring Board Meeting. Board members were asked to review the changes and plan for a longer than usual meeting so that we could discuss the items and make changes as necessary. Subsequently, the Board voted and ratified certain changes which notification to the membership was publicized in the CSLEA ALERT April 2013 edition. Contrary to the statement from POC, the amendment process was transparent and democratic.

“CSLEA fails to communicate to the membership about any Board decisions, expenditures, or activities of officers”
Board decisions are contained in the official minutes and expenditures are contained in the Hudson report and fiscal financial report, which can be requested by any member who wishes to review them. In addition, the April 2013 CSLEA ALERT publicized the general discussions from the March 28, 2013, Board meeting. CSLEA values direct communication with our membership and sends e-blasts weekly on topics concerning CSLEA activities.

“We are launching a campaign to Fire CSLEA and join AFSCME.”

Join AFSCME? Big words, but no real information. Have you reviewed the MOU between POC and AFSCME? Has POC even offered to provide this MOU upon request? Where is the transparency? AFSCME is too cumbersome to meet your needs.....it has Chapters that belong to Locals which belong to Councils which in turn report to the International in Washington D.C.

“Just like our other State workers in California, we deserve a seat at the table when it comes to our jobs and the services we provide to our communities.”

*Ridiculous statement—YOU have a seat at the table now! What seat do they think CSLEA does not have? All CSLEA affiliates are represented at the bargaining table by the CSLEA negotiations team. This includes affiliate presidents and members presenting their own specific issues directly to CalHR (including CSLEA representatives testifying on behalf of those affiliates that do not have Board representatives). CSLEA continues to look out for the best interests of all of our members including those who are hyper-critical of CSLEA. **In fact, there is no need for POC!** The 18 CSLEA affiliates are grouped into Unit A, Unit B, or Unit C. Unit A consists of peace officer affiliates. Unit A affiliates elect a vice president from the CSLEA Board who sits on the CSLEA negotiations team. A CSLEA peace officer represents all BU 7 peace officers at bargaining.*

“We will also visit you and your co-workers at your work location during lunch, before or after work.”

POC and AFSCME can only have access to public areas at state facilities or conduct organization off hours. They are not allowed to place brochures in designated union bulletin boards. Should a POC or AFSCME representative be in a non-public area, kindly ask this person to exit and notify your manager.

AFSCME IS NOT ALL IT’S CRACKED UP TO BE:

- AFSCME will offer you “pie in the sky” promises knowing they do not have to deliver - all in an effort to convince you to sign a decertification interest card.
- With AFSCME, your union dues may increase and may be over \$100 per month (based on a benefits comparison of LA County Deputy Probation Officers Union, Local 685)
- Do you want anywhere from 25% - 85% of your union dues going to AFSCME Councils and to AFSCME National in Washington D.C.?

AFSCME SALARIES (per LM-2 Report 000-289)

NAME	POSITION	2011 Salary	2012 Salary
George McEntee	President	\$512,369	\$1,121,988
Lee Sanders	VP and President	\$433,886	\$353,580
Larry P. Weinberg	General Counsel	\$536,035	N/A
Belinda C. Saverino	Exec. Office Admin.	\$146,495	\$330,652

This decertification campaign is an insult to the non-sworn Public Safety Professionals and actually a betrayal to those peace officers who supported POC's concept as quoted here:

"I thought all of this effort was for a peace officer only unit? not a mixed unit".

By Ranger Rich R., Santa Cruz District

These are just a few reasons why decertification is not in best interest of Unit 7 peace officers or public safety professionals. It is time to stand united!

CSLEA BOARD RECOMMENDATIONS

- ✓ Don't sign an interest card
- ✓ Opt-out of POC's email strings
- ✓ Opt-out of POC's membership (a sample POC opt-out letter is on our CSLEA web site)

Fraternally yours,

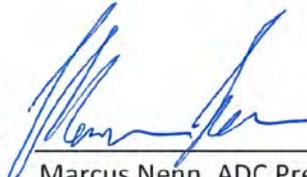
CSLEA Board of Directors



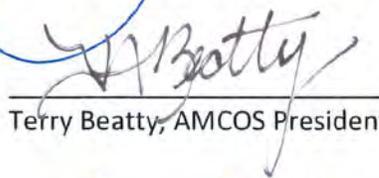
Jim Kastner, ACE President



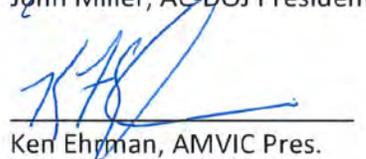
John Miller, AC-DOJ President



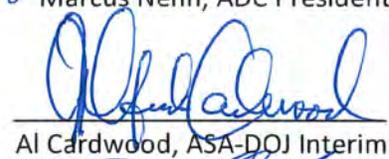
Marcus Nenn, ADC President



Terry Beatty, AMCOS President



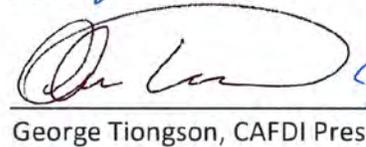
Ken Ehrman, AMVIC Pres.



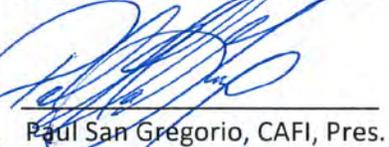
Al Cardwood, ASA-DOJ Interim



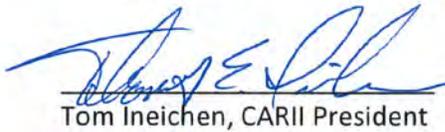
Frank Capetillo, CACI President



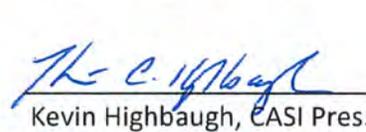
George Tiongson, CAFDI Pres.



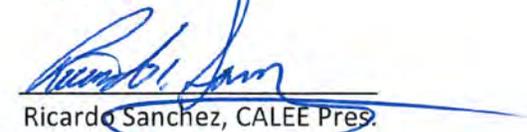
Paul San Gregorio, CAFI, Pres.



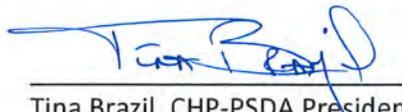
Tom Ineichen, CARII President



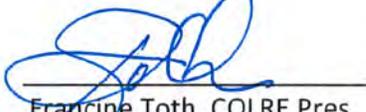
Kevin Highbaugh, CASI Pres.



Ricardo Sanchez, CALEE Pres.



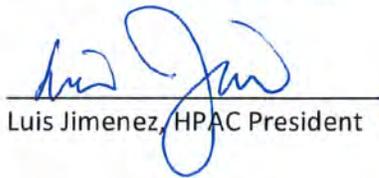
Tina Brazil, CHP-PSDA President



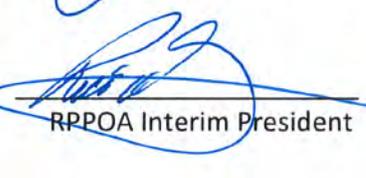
Francine Toth, COLRE Pres



Bill Bondshu, FMESA Pres.



Luis Jimenez, HPAC President



RPPOA Interim President



Steve Bradley, SEFFA Pres.