



August 2003

THE VISION IS REAL!



Howard Johannsen
FOPSCO

Daniel Payne
AFSO

David Hickey
SPFPA

Caleb Gray-Burriss
NASPSO

(Pictured above) Presidents of the International Union, Security, Police, and Fire Professionals of America (SPFPA); Federation of Police, Security and Correction Officers (FOPSCO); American Federation of Security Officers (AFSO); National Association of Special Police and Security Officers (NASPSO); (Pictured below) Arizona Armored Car Association; Raytheon Guard Association; and United States Court Security Officers (USCSO) announce the merger of their seven unions.

7-WAY UNIFICATION MAKES HISTORY!

... and It's Making News All Around the Country!

Seven of the most prominent Security Unions in the nation announced they are joining together to form the **largest** and **strongest** security union in history. This merger will protect security professionals and their families and will be the nucleus of President Hickey's vision for uniting the security industry to protect all security unions and gain "One Union, One Strong Voice" for our members Internationally.



Joe Bricatto
Arizona Armored Car
Association



Thomas Massone
USCSO



Frank Guerin
Raytheon Guard
Association

National Alliance
Police, Security and Corrections
Organizations (NAPSCO)



President Hickey announces the addition of two more independent security unions to the National Alliance, Police, Security and Corrections Organizations.

International Executive Board



*David L. Hickey
International President*



*Dennis T. Eck
International Secretary-Treasurer*



*Mike Swartz
Vice President
Region 3*



*James L. Allen
Vice President
Region 4*



*Kerry C. Lacey
Vice President
Region 6*



*Daniel Payne
Vice President
Region 7*



*Bobby R. Jenkins
Vice President
Region 10*



*Terry J. Fowler
Vice President
Region 11*



*Bernard Hudley
International Trustee
Local 127, Florida*



*Joe Durbin
International Trustee
Local 502, Pennsylvania*



*Louis Washington
International Trustee
Local 256, Texas*

Department Directors



*Steve Maritas
Organizing*



*Caleb Gray-Burriss
Washington, DC
Operations*



*Harold Trigg
National Securitas*



*Rick Mallory
Research/
Communication*



*Ron Upton
Information/
Technology*



*Rick O'Quinn
DOD/NASA/
Aerospace*



*Robert A. Inman
COP*



*Harvey Key
DOE/NRC*



*Brian Gibbons
CAST*



*Dean Hess
Homeland Security*



*Penny Warner
Securitas*



*Matthew Sandlin
Securitas*



*Anthony Neloms
Securitas*



*Joe Bracatto
CASH*

To be Announced Court Security Officers (CSO) Director; DaimlerChrysler Director

Full-Time International Office Staff



*Kim Berra
Executive
Secretary*



*Carol Azar
Executive
Secretary*



*Elaine Bellack
Bookkeeper*



*Gloria Sanders
Assistant
Bookkeeper*



*Kari Kriebel
Assistant
Bookkeeper*



*Joanne Vance
Secretary*



*Mary Mulvaney
Receptionist*



*Sylvia Galindo
Secretary
West Coast Office*

**International Union,
Security, Police and Fire Professionals of America
(SPFPA)**

International Representatives

Jack Russell
Douglas Farkas, Local 64
Ricky O'Quinn, Local 127
James Allen, Local 451
John Cummins, Local 110
Rick Mallory, Local 114
Anthony Neloms, Local 168
Joseph Durbin, Local 502
Frank Guerin, Local 502
Howard Simpson, Local 690
Pat Baldwin, Local 235
Neal McGregor, Local 251
Terry Hutchinson, Local 709
Kevin Hulse, Local 3
Robert Inman, Local 823

Organizers

Joseph McCray
Shedrie Jones
Bryant Jones
Richard Osinski
Douglas Lewis
Elisa Torres
Robert Inman

Legal Counsel

Gordon A. Gregory
Jim Moore
Mark Heinen
Scott R. Brooks
Rachel Helton

International Office Staff

Elaine Bellack
Caral Azar
Kim Berra
Gloria Sanders
Kari Kriebel
Joanne Vance
Mary Mulvaney
Sylvia Galindo, West Coast

**International Union,
Security, Police and Fire
Professionals of America
25510 Kelly Road
Roseville, MI 48066**

**Office: (586) 772-7250
Fax: (586) 772-9644
Organizing: (800) 228-7492
Website: www.SPFPA.org**



**America's Union for
Security Professionals**

The International Union, Security, Police and Fire Professionals of America (SPFPA) is the largest, most professional security union in



the country. The SPFPA represents thousands of security professionals who provide security service for business, industry, hospitals, universities, prisons, casinos, and a broad range of government facilities, including many regulated by the U.S. Department of Defense, Court Security Officers, the U.S. Department of Energy, and Nuclear Regulatory Commission. SPFPA is proud of our members and the service they provide to

our nation.

**For more information, contact
(800) 228-7492**

Visit our Website www.SPFPA.org

M i s s i o n S t a t e m e n t

Vision

To be recognized by our members, companies, and other unions as the leading labor organization specializing in the representation of security, police, and fire professionals in the world.

Goal

To provide improved, consistent service to our members and locals by dedicating ourselves to the steps necessary to move our Union forward and maintain a level of excellence.

Mission

To better serve our Locals through improved communication, while maintaining a strong financial base and staying committed to the overall needs of our members and their families.

Values

Uncompromising honesty, unyielding integrity, dedication, trust and respect.

Inside this Issue

President's Message	Page 4
NAPSCO	Page 6
Secretary-Treasurer Report	Page 8
Region 3	Page 9
Regional Conferences	Page 10
Organizing Report	Page 13
National Security Summit	Page 14
Washington DC News	Page 15
Region 4	Page 15
Scholarship Awards	Page 16
Charity Golf Outing	Page 17
Hearsay	Page 18
Research & Communication	Page 19
Region 10	Page 19
COP Report	Page 20
DOE News	Page 20
Region 11	Page 21
New Appointments	Page 22
Region 7	Page 23

Message from the President

SPFPA STANDS STRONG!

Dear Brothers and Sisters:

My article for this issue is the letter I was forced to send to Tom Balanoff, President, Local 1 SEIU, Chicago, because of the SEIU's continuing attack on our union (i.e., sending out false literature and anti-union SPFPA videos, creating false websites with misinformation and lies about SPFPA and threatening the livelihoods and careers of our members.) As I have explained, SEIU is attempting to take over the security industry and destroy independent security unions through threats, intimidation and other violations of the law.

The battle began when the SPFPA did not accept the SEIU's self-serving version of a supposed "no raid" agreement, which was in reality a jurisdictional agreement that left nothing but "manufacturing" representation open to SPFPA. If SPFPA accepted such an agreement it would have meant a slow death to our organization and its 54 years as a security union. SPFPA, in good faith, met with representatives of SEIU three times to attempt to solve our differences. After the third meeting, it appeared we had reached terms that were acceptable to both our organizations. Unfortunately, when we received a written version, it did not reflect what was tentatively agreed upon at the table.

SPFPA members have encountered numerous threats from the SEIU/NUSP/Front Line Project/Prewitt Organization, through phone calls and unwelcomed visits to their homes, anti-union videos and propaganda. SEIU has mounted a nonunion campaign that will only result in hurting all unions. The SPFPA will never change its policy of protecting its members, their families and security professionals. It is, as it has always been, willing to reach a legitimate "no raid" understanding with any union. To date, seven other security unions have merged and joined with us to protect themselves and our industry, and together we will continue to gain strength.

As International President, I pledge that the SPFPA will continue to protect its members and take the lead in the battle to keep the SEIU from destroying this industry. In a letter written to me by the same SEIU Tom Balanoff, dated May 1, 2002, Balanoff states in part, SPFPA "focused our energy on organizing workers, improving standards and fighting unfair employers." Today, the SEIU is funding campaigns and paper organizations that say exactly the opposite about our union. This leaves SEIU and Balanoff with absolutely no credibility and forces me to let our members read for themselves the truth about SEIU leadership and their attempt to dominate the industry and destroy legitimate security unions like the SPFPA. Our battle continues, and our membership strengthens and is coming together as never before with one message to the SEIU and those that would harm our union. That message is, "We are America's Union for Security Professionals, we are strong, we are committed, and we will succeed!"

Letter sent to Tom Balanoff, President Local 1, SEIU

Dear Mr. Balanoff:

I am in receipt of your letter dated 6/16/03 announcing your idea for a federation of security unions, and the proposed September meeting in Chicago. It begins in

part with the line "I write to you as a fellow security officers' union leader". Though not the first lie you and your despicable organization have spewed, it's time to set the record straight. You are not the leader of a security officer union. You are the Local President of a mixed union, spending more time attacking legitimate 9(b)(3) security unions than servicing the unfortunate



David L. Hickey
International President

service employees it currently claims to represent. The non-impressive Security/Division title granted you by the SEIU is only that, a title; and your idea for a "federation" as you well know is three years behind what the SPFPA has already accomplished. In January 2000, the SPFPA announced the formation of the National Alliance of Police, Security and Corrections Organizations (NAPSCO), an alliance of security unions for the purpose of improving the security industry through legislation, training and mutual support. I'm sure this is not news to you, as I personally shared it with your newly seized puppet-union, UGSOA, and its supposed President, J. Vissar, in March of 2000 in Colorado. I also shared it with the former International Union of Security Officers (IUSO) Executive Board at a meeting they requested in California prior to your questionable take-over of that union, and with your own California SEIU representative at a meeting held in Detroit.

Since its inception, NAPSCO and its coalition of unions has grown, and the positive response to the SPFPA vision of "One Union – One Strong Voice" for security professionals continues to gain strength. Through this "vision", seven other legitimate 9(b)(3) security unions have merged with the SPFPA, including the Raytheon Guard Association, Arizona Armored Car Officers of America, National Alliance of Special Police and Security Officers, American Federation of Security Officers (a California Security Union that rejected the SEIU's interference), and the United States Court Security Officers (USCSO) (350 former Police Officers out

continued on page 5

continued from page 4

SPFPA STANDS STRONG

of New York who left the poor representation of the crumbling, SEIU controlled UGSOA), just to name a few.

The fact is 9(b)(3) security unions don't need SEIU interference or your self-serving jurisdictional agreements. As true Security Union Leaders, we know what our legal jurisdiction is, and so do you. These SEIU jurisdiction agreements only help the SEIU; a mixed union that cannot have NLRB certified representation elections for guards. Your agreements are designed to eliminate competition from the SEIU's five-year plan to take over the security industry and destroy independent security officer unions.

In our phone conversation over a year ago, you accused the SPFPA of raiding the SEIU, an accusation I vehemently disagreed with. It is the SEIU and the "skirt names" it hides behind like (Prewitt Organizing/Front

Line Project/NUSP/Former SPFPA Members) that has the history of raiding. The tactics being used by your organization and its prostitutes are against the basic concept of unionism, and have been nothing more than a small distraction to our union and its goals; not the SPFPA ruination you state in your letter attempting to deceive those that don't know the truth. The SPFPA has **won** on every issue that your organization has created. You were defeated in Seattle (twice) for over 500 officers, who are now in SPFPA; in Michigan (NUSP, your paper-union, received only 181 votes out of 1900 possible, with SPFPA winning by the overwhelming majority); The SEIU-run NUSP also lost to us in Sacramento, Los Angeles, and San Diego for over 1,100 officers; over 100 dock officers in California and Washington chose SPFPA, and you lost numerous, fruitless attacks on our 9(b)(3) status throughout the country. It is the SEIU that is wasting its members dues

money on these unnecessary and unsuccessful attacks, not the SPFPA who is only protecting its jurisdiction of over 54 years. You use "terminated for cause" employees, SPFPA ex-local officers voted out of office by their membership, full-time SEIU employees claiming to be former SPFPA members, and names of people who were never part of the SPFPA to discredit this organization in your anti-union literature and videos. This certainly is not in keeping with the fake principles of your non-existent federation.

In Seattle, when over 450 security officers rejected the SEIU, your Union engaged in a campaign of threats and intimidation to force the employer out of business. Unions should fight to preserve and improve jobs and not actively campaign to throw members out of work. On the basis of charges filed by the SPFPA, an NLRB Administrative Law Judge has found that the SEIU engaged in unlawful activity and interfered with the rights of security officers. And you claim that the SEIU seeks to raise standards for security officers.

For the record, the SPFPA is growing in membership and strength daily. Our NLRB elections have increased by major proportions and our success rate cannot be denied. With future campaigns in several major cities (including Chicago) and the finalization of several active mergers, the SPFPA will represent well over the 20,000 officers we currently are proud to service.

The SPFPA has for over half a century worked with and supported all Unions. We do not raid unless raided. (Remember, as you admitted in our conversation, SEIU Local 73 Chicago raided SPFPA at Nuclear facilities in Illinois). We do, however, dedicate ourselves to assisting security professionals who call us for help. That is our promise and our mission, and we will not be detoured from it. If the SEIU fails to "recognize the integrity" of the SPFPA, we will continue to fight and we will continue to **WIN!** I am calling on all independent, legitimate security unions to do the same.

As I stated to Mark Gaffney, AFL-CIO Michigan President, if you, as an SEIU representative wish to discuss this further, the line is always open. **If not, make no mistake the SPFPA will continue to do whatever is necessary to protect our members, their families, other security unions, and security professionals nationwide.**

"The Spirit of America" Award

by Cynthia

The original picture of the flag was taken Oct. 6, 2001 at Marshall Independent School District Administration Building in Marshall, Texas. I stood directly under the flagpole on a windy, fall day. Although I know the flag looked especially beautiful against the East Texas sky, little did I know that I would capture

such an interesting formation. The "fighter jet" formation has completely thrilled the hearts and imaginations of so many Americans. I do not believe that the picture was captured merely out of coincidence, but that it is to be used as a gift from our Father in Heaven. It's my hope that it encourages the people of the United States to continue to pursue freedom though we are in the midst of such tragic and trying times that, if allowed, can weaken our faith in humanity. Therefore, I found it appropriate to name this picture "The Spirit of America."



Carl Prince, President Local 706 presents "The Spirit of America" award to President Hickey

My friends, family and I proudly dedicate "The Spirit of America" to our American heroes including: Firemen, law enforcement personnel, medical staffs, military personnel, as well as the untold heroes of the World Trade Center and Pentagon destruction. May God Bless and Protect Our Great Nation.

Cynthia is the daughter of SPFPA Member Carolyn Lenart, Chief Steward, Local 706 who took this photo. She has developed a product line of "The Spirit of America" items. If you would like to place an order, please contact Carl Prince, President, Local 706 at (318) 869-0247.

The AFL-CIO for Security is Born:

National Alliance Police, Security and Corrections Organizations (NAPSCO)



A new era in Union Solidarity and Strength!



The vision is real among Security Leaders across the country. President Hickey and newly merged President Caleb Gray-Burriss NASPSO agree that the future for security is to become united!



Dan Payne, President American Federation Security Officers (AFSO) and President Hickey merged together to form "one union - one voice"!



President Hickey and Secretary Treasurer Eck shake hands with former USCSO President Thomas Massone and Secretary Treasurer Dan S. Hauschild at the merger agreement signing.



Howard, Dave and Caleb are all smiles after another successful merger at meetings held at SPFPA International Headquarters.



*UGSOA President Vissar met with President Hickey in Las Vegas to discuss the NAPSCO vision. Unfortunately for his members, **Vissar continues to fail** to recognize the power of "One Union - One Strong Voice" for security professionals.*

For more information on NAPSCO
Call (866) NAPSCO + 1

The Vision is Real!

"The vision "One Union - One Strong Voice" is shared by true security leaders across the country. These mergers have opened many doors for security unions and the security industry as a whole. We now have the opportunity to learn from each other and expand like never before. The unified talent and expertise we share will help us achieve great improvements for our members and revolutionize the industry for security professionals nationwide."

David L. Hickey
2003



David L. Hickey, International President

"One Union - One Strong Voice"



President Hickey shares his vision with the U.S. Court Security Officers nationwide. Recently CSO's in New York City, Atlanta and Brooklyn voted overwhelmingly for SPFPA. "One Union - One Voice"



Creative planning sessions are held to develop communication strategies for the purpose of improving the security industry through legislation, training, and mutual support of security unions.



Team-building approach is reinforced in language developed by General Council Gordon Gregory and President Hickey for future contracts and By-laws.



Daniel Payne, President, American Federation of Security Officers (AFSO) and the entire Executive Board and membership voted overwhelmingly to merge with SPFPA. Great job and welcome to our family!



International Secretary Treasurer Dennis Eck gives oath of office to new Region 7 Vice President Daniel Payne.

America's Union for Security Professionals!



Dennis Eck

International Secretary-Treasurer

Focus on Finance

If you haven't thought about the local unions or your personal liability to checking account fraud, maybe you should. Over the past 10 years or so, check fraud has become a major threat to individuals and businesses, costing an estimated \$16 billion dollars a year.

Several factors have precipitated the rise in check fraud. One is a banking regulation requiring banks to speed up the availability of customer funds. As a result, check funds are sometimes made available before checks have even cleared.

Also, the low-cost, high-tech copying/scanning equipment available today makes it easier to produce forged and duplicate checks and alter dollar amounts.

These and other factors have combined to make check fraud one of the leading white-collar crimes of the decade. It is a relatively low-risk criminal activity with high stakes and high odds of success. There are estimates that one million "bad" checks are issued every day, and only about 10 percent of the financial loss is ever recovered.

Check fraud can take on many different forms. The most common types are theft and forgery, duplicating or counterfeiting, and alteration. Amounts are usually for only a few hundred dollars per issued check to avoid drawing undue attention.

You may be liable for losses due to check fraud in certain situations; therefore, consider the following suggestions to reduce

your exposure:

Purchase a good quality check. This is the easiest fraud-deterrent approach. Discount checks may not be the bargain you hoped for. Better quality checks may contain one or several security features; such as, treated inks, tamper resistant paper, watermarks, etc.

Reconcile your bank statements and report any losses promptly. This is not only the best way to track the accuracy of deposits and payables in order to catch fraudulent activity quickly, but it also helps demonstrate due diligence on your part should liability for losses become an issue.

Maintain tight security over your checks and check book. Store your checks securely and monitor your supply regularly. Be careful with your check book. Old bank statements, voided checks, billing information regarding credit card accounts, etc. should be shred, **not just thrown away.**

In addition to implementing these suggestions, you can also take advantage of a variety of technology-based products and services from your bank that can help curb check fraud. These include account and deposit reconciliation, paid check imaging, electronic funds transfer, payroll direct deposit and other cash management services.

To learn more about fraud-prevention measures you can take and services that might be available to you, speak with a bank representative in your home area.

Governor Granholm addresses Homeland Security

Dennis Eck met with Governor Granholm and discusses the need for improved training programs.

SPFPA members and their families deserve to be safe and properly equipped in Michigan and

nationwide. Future discussions are planned with the Homeland Security Department in Michigan. We need to continue to develop programs that will ensure safety and security to our Country and the security members of this Great Union!



Training survey results not surprising

Members overwhelmingly responded to the SPFPA Training Survey that was distributed to all SPFPA Locals. A majority of the feedback included concerns regarding the overall lack of proper equipment, training, licensing and level of staffing necessary to be prepared for duty.

The results of your survey are being reviewed by SPFPA legal counsel and will be utilized to formulate plans to further address your concerns. Keeping our SPFPA family safe and secure, improving the level of dignity and respect, and achieving a higher standard of living is our common goal.

Thank you to those who participated. Together, we can make a difference!

**Have you moved recently? Please notify the International Headquarters
25510 Kelly Road, Roseville, MI 48066**

Communication is important to our members!



Gerry E. Hartlage

Region 3 Vice President Retires

After a life-long career of dedication to the SPFPA and to the members in Region 3, Vice President, Gerry Hartlage decided to retire.

Brother Gerry set a very high mark when it came to representation and service. We are proud of Brother Gerry's achievements and his contributions to this Great Union and to the labor movement as a whole. Brother Gerry has been a great leader and friend and shall be missed by us all!

Congratulations and best wishes to Brother Gerry on a healthy and happy retirement!



Crystal River members show support for SPFPA



Members at Crystal River Nuclear Plant met with President Hickey and (former) Vice President Gerry Hartlage and give a big "thumbs up" to successfully resolving issues at the local.

SPFPA gives us the service we deserve!



Ron Upton, Director Information/Technology

Information Technology

The International Web site has undergone another facelift. I would like to thank those individuals that sent us their suggestions on the last update. It has helped us put together a more readable and, appealing web site. I believe that the internet is the quickest and most cost effective way to keep our members informed on what's going on in our union and the security industry in general.

I would also like to welcome aboard some of our new local sites, Local 540 and 330. I encourage everyone to check out all the local sites and see the wide range of talent your union brothers and sisters exhibit. If you've seen our site, than you know we are using a lot of pictures of our members. We would like to use a lot more. If you have pictures of your members in uniform that you would like to share, feel free to send them to:

**Director of Information Technology
SPFPA
44261 Albrecht Road
Elyria, Ohio 44035**

**Visit our "new" Website
www.SPFPA.org**



SPFPA International Holds Regional Conferences to Educate Members and Local Union Leadership

Topics: Negotiations; Federal Mediation; Grievance Handling; Representation & Service; State-Wide Organizing



SPFPA has been on the forefront of strengthening our Local Union Leadership by conducting Regional Conferences throughout the United States. These conferences led by SPFPA International President, David L. Hickey, and SPFPA International Secretary-Treasurer, Dennis T. Eck, gave each member a more in-depth knowledge of how our organization is better prepared to handle the issues facing our members and their families. Keynote speakers included C. Richard Barnes, Federal Mediation and Conciliation Services (FMCS); SPFPA General Counsel Gordon A. Gregory and SPFPA Attorney James Moore; SPFPA Insurance Benefit Representative Gary Hasenbank; Regional Vice Presidents Terry J. Fowler, Gerry E. Hartlage, Bobby R. Jenkins, Kerry C. Lacey, Daniel Payne and SPFPA Organizing Director, Steve Maritas.

Topics of discussion included contract negotiations, federal mediation process, grievance handling, finance, health and welfare programs, service to our members, arbitration, and organizing on a national scale. President Hickey discussed recent and future mergers and the SPFPA's vision **"one union - one voice"**. President Hickey also announced the ongoing development of the Members Benefits Programs to include the *"all new"* SPFPA Health and Welfare Program, SPFPA 401K Pension and Annuity Fund and disability benefits which will

be implemented in the very near future.

Feedback from these very successful conferences have been overwhelmingly positive. Future conferences including the SPFPA's new Educational Program are already being planned. For more information, contact the International Headquarters.



Security Officers Nationwide choose "America's Union for Security Professionals" ... the International Union, SPFPA!

SPFPA Launches Aggressive Organizing Campaigns, Achieving Record-Breaking Success!

A new program was launched to assist Security Professionals nationwide. SPFPA International Headquarters receives numerous distress calls daily from around the country from security professionals seeking the professional representation of SPFPA.



SPFPA Organizing Team

May 6, 2003

Mr. Joseph A. Hendricks, President

Mr. Dave Hickey, President
SPFPA International Union
25510 Kelly Road
Roseville, MI 48066

RE: UGSOA Local 62

Dear Mr. Hickey:

Our union brothers and sisters were very pleased that you accepted our request and solicitation and agreed to come to Atlanta and address our local membership on April 24, 2003.

We all are very positive about the SPFPA Union. We have been enlightened from your comprehensive explanations and benefits discussion that you and your team shared with us about SPFPA's vision, goal, mission and values.

The questions and answers about the above subject's were very productive and received positive responses. On April 25, 2003 more than 88% of our members signed the SPFPA cards, unanimously selecting SPFPA as our exclusive representative in collective bargaining.

We look forward to the integrity, honesty, dedication, and trusting representation from our soon-to-be new union.

Sincerely,

Joseph A. Hendricks, President
USGDA Local 62



Security Officers in Washington, DC support SPFPA!



Los Angeles Security Officers are signing up for SPFPA!



New York Security Officers vote overwhelmingly for SPFPA representation.

**For more information
call (800) 228-7492**

ORGANIZE! ORGANIZE! ORGANIZE! ORGANIZE!



SPFPA Organizers are Ready to Go!



**SPFPA must focus our energy on organizing!
When we achieve a large percentage of security professionals working in a particular area, the results are great contracts!
The equation is simple, more organized members equals better contracts.**

SPFPA continues to Win Elections

Recent SPFPA Wins:

Northwest Protective Services
Basic Contracting
Holiday International
St. Joseph's Hospital
St. Vincent's Hospital
Nevada Security Innovations
Quest
Detroit Diesel
Black Hawk
Deco
Startech
Deleware North
Wackenhut
Securitas
Akal
MVM
Argus
AKAL-CSO's Brooklyn
Management Training Corp.
ISI
Inter-Con

SPFPA Campaigns:

Securitas
AT Systems
Eagle
Loomis, Fargo
St. John's Hospital
Allied Security
HWA

City-Wide Campaigns:

Los Angeles, CA
St. Louis, MO
New Jersey
Washington, D.C.
Seattle, WA
New York
Chicago, IL

Organizing

SPFPA Members



Organizing Security Officers



Steve Maritas, Director
Organizing

The terrorist attacks of September 11 struck at the very heart of the American homeland. It was a new form of total war in the age of terrorism, and it put all Americans on notice that the United States is dangerously vulnerable and that new means are urgently needed to strengthen the security of our homeland. The nation's overall level of alert continues to be elevated consistently, indicating a significant risk of terrorist attacks. While this threat remains high, the question on every American's mind is not if another attack could happen again, but when. If in fact we are subject to such an attack, on the front lines of such a terrorist attack would be America's security officer professionals.

While the International Union, Security, Police and Fire Professionals of America (SPFPA) represents many security police professionals working in many locations likely subject to attack, such as nuclear facilities, governmental buildings, NASA, airports, seaports and many other high profile locations, many of these locations are still unorganized, giving way to a greater vulnerability of attack.

When we compare a unionized professional security force under the SPFPA banner versus a non-union security force, governmental statistics have clearly shown that a unionized professional security force is more likely to have higher wages, better benefits, better working conditions, job security, a voice on the job and better training with less turnover giving the front line unionized security officer a sense of pride, motivation and awareness in protecting our nation, while limiting the vulnerability of attack with an immediate response. This is why SPFPA continues to pride itself as "America's Union for Security Professionals", and still remains the leader of choice among security professionals looking to unionize. To date, since the September 11

attack, security professionals from around the United States are continually sending a distress call for help to our union. Organizing these new members is now at an all time high. Campaigns are currently underway in California, New York, Washington, Kentucky, District of Columbia and many other states adding the potential of thousands of new members to the SPFPA family.

As the Organizing Director, I have been given the opportunity to listen to the concerns of many unorganized security professionals who seek the necessary training, representation, wages and benefits SPFPA members now enjoy. As part of this International's vision of a new direction and the continuing effort to strengthen the security of our homeland, our union has now embarked in a new program called S.O.S., which stands for Security Officers Organizing Security Officers. Commencing August 2003, this new International organizing training program SOS will be in place for every SPFPA member to participate in. By the year 2004, our goal is to have trained over 1,000 new member organizers to help assist in organizing the unorganized who seek our help. Only through membership participation can we begin to educate unorganized security officers on the many benefits of belonging to our union. SPFPA is strengthening the security industry daily.

Security, Police and Fire Professionals of America (SPFPA) is America's Union for Security Professionals!

For more information
call (800) 228-7492 or
Cell (646) 567-6454

www.SPFPA.org

Outstanding turnout at National Security Summit



President Hickey discusses the important leadership role SPFPA must take in the representation of security, police and corrections organizations nationwide.



Ideas were shared to develop effective liaison on matters of common concern to the health, safety and welfare of the security industry.



SPFPA National Security Summit was a great success. A "standing room only" crowd of SPFPA members and union leaders from across the country joined together in solidarity. A dynamic agenda was planned which included a panel discussion with Security Union Leaders and addressed the various challenges being faced in the security industry. A panel discussion of employers and contractors discussed the "9/11 Challenge into Private Security". Special Guest speakers included Gordon A. Gregory, General Counsel, James Moore, SPFPA Attorney, and Steve Babson, Wayne State University. President Hickey announced the historic formation of NAPSCO, and shared his vision of "One Union - One Voice".

Special guest speakers included:



Steve Babson,
Professor
Wayne State
University



James Moore
SPFPA
Attorney



Gordon A. Gregory
General Counsel

Washington, DC District News



*Caleb Gray-Burriss,
International Representative*

For the last 12 years, I have been representing Washington Area Security Personnel. I have never been as proud as I am now in our membership. We have had our share of growing pains but with the dedication and commitment of our membership we continue to grow in numbers and strength. The Washington Region is comprised of Security Police Fire Professionals of America (SPFPA) Locals 285, 286, 287, 288, 289, 290 and 450 and growing. Each local has Officers who have assumed their positions with enthusiasm.

To the Washington Local Officers and their Members, I Salute YOU!!

Our membership is a unique addition to the SPFPA Family. For the most part, because we are located in the Washington, D.C. area, our membership is responsible for providing security for Federal facilities. In addition, there are more law enforcement agencies, DC Metropolitan Police, Capitol Hill Police, US Park Police, and GSA Special Police, to name a few. Unfortunately, historically private/contract Security Personnel have been given little or no respect, being referred to as "rent-a-cops". Enhancing the professionalism and improving the perceptions regarding Security Personnel has been high on my priority list since I began organizing Security personnel.

Being a part of SPFPA, having representation, receiving increased wages and improved benefits are major steps toward heightening the status of our members, as professional Security Officers.

Today, Security is of global, national, local and personal concern. Those who provide security services are in demand and deserve to be acknowledged. The unification and representation of Security Personnel is imperative. In this regard, there is a Dream and a Vision that I share with David Hickey, International President, SPFPA. We are moving forward to establish an organization to bring together unions throughout the nation representing Security Personnel. An organization with common goals and shared resources focused on the betterment of Security Personnel. We envision an organization with tremendous potential to influence and expose the issues and concerns of Security Personnel. The Washington Region membership supports this organization and anticipates a bright and lucrative future as members of SPFPA.

Vice President Region 4



James L. Allen

Securitas National Negotiations Resume

The Securitas Security Officers (Pinkerton) will not let anything stand in their way. They have defeated the NUSP/SEIU and now are on their way to economic and social justice with their employer. The Union National Contract Negotiating Committee is prepared for National Negotiations at the International Union, SPFPA Headquarters and will continue until victory is ours.



The following Union Representatives are dedicated to getting the type of contract that their members deserve: Chief Negotiator, International President David Hickey; assisted by Region 4 Vice President Jim Allen; National Securitas Director Harold Trigg; Local 4 Executive Board Member, Harry Wagoner; Local 20 President, Cassie Smith; Local 64 Vice President, Tom Len; Local 114 Chief Stewards Lawrence DeVito and Devon Madray; Local 116 second Vice President, Tony Johnson and Chief Steward, Marva Jones; Local 117 President, Freddie Miller and Vice President, Gene Beals; Local 145 Shift Steward, Pat Roach; Local 149 Co-Director and Local President, Penny Warner; Local 166 Representative, Patricia Landess and Guide, Jay McNeely; Local 168 Chief Steward, Tony Seefeld and Recording Secretary, Valerie Durance; Local 506 Chief Steward, Rich Domyan, Jr.; Local 555 Chief Steward, Milton Brown; Local 706 President, Carl Prince and Local 712 President, Ann Baxter. **With a team like this, we will succeed!**

The 60-day notice has been exchanged between the International SPFPA and the DaimlerChrysler Corporation for our upcoming negotiations. Region 4 will also be negotiating with Loomis, Fargo Company; Securitas Guide Unit and the Wackenhut Corporation at several locations.

We will keep the membership advised as we move forward in all negotiations.

It's going to be one hot summer!

MEMBERSHIP BENEFITS

Scholarship Award Winners



Cara Nichole Henry
Local 65
Hannibal, OH

I cannot express what a great surprise it was to receive this scholarship. This, by far is one of the greatest honors that I have ever received! I would like to thank the members of the International Union, SPFPA, for this generous award. Both of my parents work very hard to provide for my sister and me. This scholarship lessens the heavy burden of college expenses for my family.

I am thankful that my father belongs to a union dedicated to the welfare and support of its members and their families. This financial gift will be applied toward my educational expenses at Bethany College, where I am majoring in Education and Biology. Once more, on behalf of my family and myself, I would like to extend my sincere thanks to the International Union, SPFPA!



Ashley Landry
Local 542
Bedford, MA

This is just a short but sincere thank you to show my great appreciation for your choosing me to be a recipient of the SPFPA Affinity Scholarship. This generous scholarship will be a great help to me in accomplishing my future goals while attending the University of Massachusetts at Amherst. Once again, I would like to say thanks.

Membership benefits that count!

It's easy to apply! Just contact the International Office and ask for your application!

For more information call (586) 772-7250



Nicholas L. Jendreski
Local 502
Pittsburgh, PA

I am writing to inform you that I have received the International Union Scholarship check in the amount of \$1,000.00.

I would also at this time like to thank you and your organization for this scholarship.



Krystal Ras
Local 529
West Valley, NY

Thank you to the International Union, Security, Police and Fire Professionals of America for the \$1,000.00 scholarship that I received. It will help out a great deal with all the school items I need to pay for. The scholarship is greatly appreciated.



Terry Benton
Local 330
Aiken, SC

I would like to say thank you very much for the scholarship that you have chosen me to receive. I have received your scholarship, and it has been put to good use. My school has a student computer ownership initiative, and I have used your money to purchase a computer. Your organization has been a great help to me. A few weeks ago, I was about to depart for school and I had no way of purchasing a computer, but the day before I left, I received your letter in the mail. **You don't know how much of a blessing your organization has been to me.**

Once again, I would like to say thank you for your generous contribution.

SPFPA SCHOLARSHIP PROGRAM

SPFPA members and their families are eligible to receive

\$1,000.00

for education!

For more information contact
International Headquarters
(586) 772-7250



The International Union, SPFPA, is proud to support the SPFPA Scholarship Program. Education is a benefit that our members and their families deserve! Congratulations to the Scholarship Winners!

SPFPA Charity Golf Day/Luncheon

Record turnout for a wonderful cause!

The International Union, Security, Police and Fire Professionals of America (SPFPA) hosted it's 12th Annual Charity Golf Outing. A very special "Thank You" to our many members and friends who attended and supported this most worthy cause!



(L-R) Daniel Payne, Vice President, Region 7; David Hickey, International President, SPFPA; Caleb Gray-Burriss, International Representative; Howard Johannssen, President, FOPSCO



Dave Clancy wins set of deluxe Golf Clubs. Congratulations!



Kerry and Evan Lacey enjoy a great day!



Brian Gibbons is happy to support SPFPA Charity Golf day!



Ulysses Hampton enjoys sharing some time with friends



1st Place Winners - Tony Cardamone, Brian Bruzustewics, Mike Mellado and Tim Lindquist



Closest to the Pin

Guy Wegener
Kerry Lacey
Fred Kriebel

Longest Drive

Tim Link

Straightest Drive

Dave Clancy

Putting Contest

1st Place - Brian Bruster
2nd Place - Brian Carter
3rd Place - Gary Hasenbank



2nd Place Winners - Fred Kriebel, Paul Timm, Dave Roberts, Steve Lynch



"Last Place" Champs - Joe Otmanowski, Dorreen Burns, Mark Heinen, Rachael Helton

Sponsors and Contributors

- Local 5
- Local 20
- Local 64
- Local 110
- Local 114
- Local 117
- Local 122
- Local 141
- Local 145
- Local 149
- Local 166
- Local 218
- Local 238
- Local 249
- Local 256
- Local 263
- Local 330
- Local 332
- Local 349
- Local 410
- Local 502
- Local 506
- Local 560
- Local 601
- Local 603
- Local 690
- Local 794
- Local 1991

- Standard Federal Bank
- Pension Trend
- ACME Packaging Corporation
- End User Consultants
- Bob Carroll
- Charlie Bradshaw
- Co-Op Optical
- St. Joseph's University
- UBS Paine Webber
- Loomis, Fargo & Company

- Total Armored Car Services, Inc.
- Miller Brewing Company
- AFL-CIO, Detroit Counsel
- Pine State
- Munder Capital
- Blue Cross/Blue Shield
- The Wackenhut Corporation
- Cenko and Associates
- Gregory, Moore, Jeakle, Heinen & Brooks
- Securitas
- Bruce E. Goodman
- First Union Complex
- Day & Zimmerman
- FOPSCO
- Humanomics
- Sunaco Chemicals
- APS
- Complete Travel Services, Inc.
- Daimler Chrysler
- American Plan Administrators

Thank you very much for your participation and continued support!



Gordon A. Gregory, General Counsel

Hearsay

by Gordon A. Gregory, General Counsel

Since its founding 55 years ago, our Union has been involved in numerous struggles to preserve its independence as the country's largest Union devoted exclusively to the representation of security personnel. In those struggles anti-union employers, hired consultants and hostile agencies have tested our endurance, skills and dedication. We have always prevailed, and becoming wiser, have continued to grow and move forward in the interests of security officers and their families.

Throughout the years we have enjoyed a strong fraternal relationship with the entire labor movement even though federal labor law prevents us from affiliating directly or indirectly with a non-guard union or with the AFL-CIO.

We have contributed to the labor movement through our efforts in support of the Service Contract Act, the landmark U.S. Supreme Court decision in *Burns Security*, and our full support of organized labors political and legislative initiatives. Our jurisdiction was respected by other unions, and we respected theirs. The UPGWA and SPFPA did not raid other unions. We have always remained within our statutory jurisdiction of representing "guards."

The SPFPA is now engaged in the most vicious struggle in its entire history. Ironically, that struggle is with a "union" which seeks to discredit, diminish and destroy our Union. That union is the Service Employees International Union (SEIU) with traditional jurisdiction over janitors and other building service employees.

Since the NLRB will not certify the SEIU to represent security officers, it must obtain recognition and employees dues through means such as organizing from the top down, affiliating with a guard union or the force of picketing, threats and political pressure.

SEIU tactics came to light recently in Seattle where security officers of Northwest Protective Services contacted the SPFPA for representation. They had

been forced into an SEIU Local through a questionable affiliation. In accordance with its employees wishes, Northwest recognized the SPFPA and entered into a recognition agreement. Now the SEIU dirty tricks begin. It caused politicians, including the Mayor of Seattle, to write letters to Northwest threatening it with loss of customers. It threatened to picket Northwest and cause loss of business. Northwest bowed to the pressure and threats and recognized the SEIU. We filed unfair labor practice charges against SEIU and Northwest and NLRB issued a complaint. On June 10, 2003, an Administrative Law Judge issued his decision finding that SEIU had violated the law, and ordered a remedy including the refund of dues.

The Northwest case provoked the SEIU to seek a meeting with SPFPA representatives. Three meetings were held, and at each, SEIU representatives insisted upon a "jurisdictional agreement" in contrast to a traditional "no-raid agreement." **We were asked to give up our right to organize and represent security officers in certain geographical areas, businesses and industries. The price was too high. The SPFPA would not forsake security officers and their right to select a security officer union.**

Despite the SPFPA's pledge not to raid any SEIU units or active organizing drives, the SEIU refused to play on level field. It pledged to destroy our Union which would, of course, destroy our members' jobs.

SEIU retained a "labor consultant" firm in Washington, D.C. which operated through transparent entities called Front Line Project, Pruitt Organizing Group and others. These groups are controlled by an operative named Duane Stillwell. From the shadows he also created a fictional organization called National Union of Security Professionals which has no constitution, no staff, no office and no members.

The SEIU and its Stillwell fronts has attempted to interfere with our organizing efforts or established units at a number of locations. **In each instance the SPFPA has emerged victorious.**

Northwest Security has been discussed. Also in Seattle we defeated SEIU efforts at Eagle Guard Services to

claim that the SEIU is not a qualified Section 9(b)(3) union.

At Pinkerton and DaimlerChrysler the darling NUSP has been soundly defeated in both its legal and organizing efforts to replace the SPFPA.

At Inter-Con in California our Union overcame the scurrilous tactics of the NUSP and received overwhelming support from security officers.

The SEIU's use of a "labor consultant" is, of course, an employer tactic. It is a coward's tactic and does not relieve it of responsibility for the notorious conduct of its agent.

The Stillwell enterprises, with SEIU blessing, have conducted the most vicious, scurrilous, rotten and dirty campaign in contemporary labor history. They make extreme anti-union employers blush.

The SEIU has sanctioned and supported blatant lies, misrepresentations, and underground tactics which are a detriment to the entire labor movement.

If the SEIU really cared about the welfare of security officers it would assist the SPFPA in organizing them, and in exchange the SPFPA would assist the SEIU in organizing janitors. SEIU knows that it cannot be certified by the NLRB, but it has set out to remove the SPFPA as an impediment to its efforts to force recognition from employers. And the SEIU continues to reject SPFPA's offer to enter into a traditional no-raid agreement.

In the years I have been privileged to serve as our Union's General Counsel, I have never been prouder of our International Officers, Local Officers and members. You stand in solidarity against the SEIU menace, and see through the phony claims and vicious lies. You understand that SEIU's program is simply to enhance numbers, collect dues, and increase political clout. It is the SEIU way or no way. Like a vengeful child it will attempt to destroy a security union and with it the livelihood of security officers. It will not happen to the SPFPA. We will continue to fight in a fight that we did not start, and, with the full support of our members and new members, we will continue to win. * * *

Research and Communication



*Rick Mallory, Director
Research and Communication*

Democracy in the SPFPA

From the earliest inceptions of the labor movement, democratic principles have been at the core. The belief of individuals collectively forming a consensus in order to benefit the group as a whole is fundamental to the success of the SPFPA. To this end, International By-Laws require that locals perform elections of officers annually, unlike pseudo unions that have appointed delegates that elect only select individuals that may not even be members of the union to serve as officers controlling the membership money and future. In the SPFPA, the membership selects the leadership of the local and the leaders selected by the membership select the international officers, all of which are required to be dues paying members of the union. In order for this system to work, the membership needs to participate in the election process by voting in an annual election and making sure they elect candidates who will maintain their best interests.

To maintain this process, members should also consider running for office or serving on election committees. Active participation by members in the operation of the local is vital to protect the interests of the membership. While some offices, such as president, steward, and financial secretary/treasurer, do require significant personal investment, many other positions require minimal effort and are just as vital. Filling these positions also provide members with an opportunity to become involved and learn the ropes. So please remember, that for your union to succeed, you need to participate in your next local election process.

For more detailed information on conducting local elections, check the following websites:

<http://www.spfpa.org/docs/elections.html> - Contains information on SPFPA by-laws governing local elections.

<http://www.dol.gov/esa/regs/compliance/olms/complpubs.htm> - Contains compliance assistance information to meet federal law regarding union elections.



Bobby R. Jenkins

Vice President Region 10

As the year progresses, it made me realize how many good, positive and exciting things have taken place in organizing and mergers with many new groups who chose to join ranks with the SPFPA. I want to personally welcome Howard Johannssen and his group (FOPSCO), Dan Payne and AFSO from California, Caleb Gray-Burriss and his group in Washington, D.C., and new Organizing Director, Steve Maritas from New York.

I would like to also welcome on board new Local 724 from El Paso, Texas. A new 3-year agreement that included a wage increase of \$3.92 per hour and other benefits were negotiated and ratified for this group with Deco Security. A special thanks to Jose Carrillo for being instrumental in organizing this group and for all your help!

A big Alabama welcome "y'all" to our SPFPA family goes out to all of the above mentioned!

Reflecting back, I would be remiss if I did not mention the superb job Gordon Gregory and his firm (Jim, Mark, Scott and Rachel) have done this past year. Special thanks from Region 10 for the legal expertise and arbitration cases handled. Congratulations are in store to Rachel Helton for her big arbitration win for Local250 in St. Louis. Two Alton Belle employees were reinstated and made whole for lost time wages and benefits.

I could not close without sending a big thanks to our staff at International Headquarters in Detroit: Elaine, Carol, Kim, Gloria, Kari, Joanne and Mary. We couldn't operate without you.

I will leave you with this thought. Gratitude to God should be as regular as our heartbeat.

Locals join together at Annual Picnic



(L-R) Dan Walker, Caleb Bruno, Patrick Robinett, Bredgett Walker, Bobby Jenkins, Jeanette Diamond and Finnon Whitter at Diamond Group Annual Picnic in Austin Texas for Locals 267 and 269.

Everyone enjoyed a great day!

Successful Labor/ Management Conference



Members of Local 727 are pleased with the labor/management conference held with Scott Mandel, President of Asset Protection & Security Services.

We support the SPFPA!



Robert A. Inman, Director,
Correctional Officer
Professionals (COP)

Correctional Officer Professionals (COP)



The Arizona State AFL-CIO invited our Union to many of the functions in Arizona since being registered with the Arizona Labor Council. I received a call from one of the organizers from another Union wanting to know if he could give out our local address and phone number. I asked him why and he told me that there was a group of Security Officers that had been inquiring about a Security Union in Arizona. Upon hearing that, we hurriedly got some of our Union members together and we participated in the Labor Day Parade where we were able to speak with security officers interested in becoming organized and gain additional leads.



Harvey Key, Director
DOE/NRC



DOE/NRC Report

NRC News

I am sure by now that all of you have had a chance to read the Nuclear Power Plant Security Report 2002 provided by Project on Government Oversight (POGO). I was deeply disturbed but not surprised by what I read. These issues have been ongoing for years, however, now they are in the spotlight of national security.

Will any changes be made? I do not know. What I do know is that, I have been assured that the NRC is seriously considering the POGO Report. NRC Commissioners have met with representatives of POGO to discuss the conclusions of the report. Additionally, hearings have been held with the Senate Environment and Public Works Committee. The NRC is carefully monitoring these concerns and responding to issues raised to their attention. I was also advised that the NRC is deeply concerned about the reports of excessive overtime and fatigue effects on security force personnel.

If you are experiencing excessive overtime at your facility, have your Local Union representative contact me as soon as possible with supporting data.

DOE News

The Department of Energy (DOE) held Public Hearings and a Comment Period, on the **Proposed Rule** to establish a Human Reliability Program (HRP) that would consolidate its Personnel Security Assurance Program (PSAP) and Personnel Assurance Program (PAP).

The **proposed** rule includes:

1. Random Alcohol Testing
2. Eight-Hour Abstinence rule for alcohol
3. Annual Submission of Questionnaire for National Security Positions (QNSP)

4. Psychological Evaluations
5. Counterintelligence Polygraph Examinations

SPFPA representatives attended these hearings and made the necessary comments to ensure that the concerns of the bargaining units were conveyed to the DOE.

The (SPO)-I/II Quality Panel Agenda
Items included:

- ◆ Status of On-Site Protective Force (PF) Programs.
- ◆ Status of PF Related Directives.
- ◆ Status of Basic SPO Training Course.
- ◆ Status of SPO-I/II Job Analysis.
- ◆ Status of Development of Basic SO Training Course.
- ◆ Discussion/Review of the Draft Protective Force Physical Fitness Qualification Course.
- ◆ Status of Revision of 10 CFR 1046.

The major emphasis of the meeting will be discussion/review of the Draft PF Physical Fitness Qualification Courses for comment and input. Quality Panel Members will have a "hands-on" opportunity to walk through the draft courses at the NNSI Range Complex.

SPFPA representatives will be attending this event to ensure bargaining unit concerns are conveyed to the DOE.

Personal Message

During this dangerous time in our nation's history, I would like to wish you and your families a safe, and happy holiday season. Although fear and death are all around us, we have these words from our Lord to help us.

He shall cover thee with his feathers, and under his wings shalt thou trust: his trust shall be thy shield and buckler.

Thou shalt not be afraid for the terror by night; nor for the arrow that flieth by day;

Nor for the pestilence that walketh in darkness; nor for the destruction that wasteth at noonday.

A thousand shall fall at thy side, and ten thousand at thy right hand; but it shall not come nigh thee.

Psalm 91:4-7



SPFPA is Organizing Private Airport Security Officers all across the Country!



Security professionals are organizing their fellow officers at airports nationwide under the SPFPA's SOAR banner.



Presently SPFPA is running extensive campaigns at airports throughout the United States.



Vice President Region 11



Terry J. Fowler

Thank you for your hard work. Many of you have been involved in our organizing drives recently with great success. I see more and more of our locals getting involved with tremendous results. Some examples are Holiday Security in Calexico, California; Loomis Fargo in Spokane, Washington; Securitas Secu-

As we continue this rapid growth, the Locals will see more International Representatives working in the Region. That is the exciting part of expansion. You will also see more service related benefits for your locals as well. The International Union has been involved in trying to secure more benefits for the members, which you should see as a

result of our expansion.



I also ask that each Local Executive Board remain mindful of your memberships. In these trying times and financial chaos, it is becoming increasingly difficult to keep our heads above water and stress levels are at an all time high. Often times this stress will spill over into the work place.

city in Los Angeles, California and we have more than ten additional organizing drives within the Region right now.

Our great success is you. The Locals are getting involved and meeting with Security Officers interested in joining the SPFPA and that is what makes the differences. The International Officers will always be involved in drives, but the Officers in your locations are looking for local contacts. That's where your help is invaluable. Meet with officers in your area, tell them what a great organization we have, and they will become as excited as we are.

This causes my greatest concern. If you see problems beginning, don't wait too long in finding them help. Many of our employers offer Employee Assistance Program (EAP) which are more than for drugs or alcohol problems, many offer financial, marital and family counseling as well.

Let's not have the attitude that we are butting into their personal lives. We should also not be pushy either. If there is a problem it may spill over into the work place, then it will affect all of us.

We also realize how busy everyone's personal schedules are, but it is imperative we all get involved. We can all succeed together!

Newly Appointed Representatives



by David L. Hickey,
International President

The International Union is proud of the many people who dedicate themselves and make the personal commitments to assist us in the service of our members. They are the "best of the best". I am proud to appoint the following members to these most important positions, and wish them great success as they begin their duties. Congratulations to each of you and my personal thanks for a future job well done.

You have my full commitment and support with regards to your positions and responsibilities, and rest assured as we continue to grow, future positions will be filled by officers who, much like yourselves, will pledge to commit the time and energy necessary to keep SPFPA as the #1 Security Union in the Country! * * *

Great job everyone!

SPFPA
INTERNATIONAL UNION



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Securitas Directors



Harold Trigg, Local 166,
National Securitas Director



Anthony Neloms, Local 168
Securitas Co-Director



Penny Warner, Local 149
Securitas Co-Director



Matt Sandlin, Local 117
Securitas Co-Director

A special "thank you" to Harold Trigg, Anthony Neloms, Penny Warner, and Matt Sandlin for their hard work in assisting their fellow Securitas security members.

Region 3 Vice President



Mike Swartz has recently been appointed Vice President of Region 3 and assumed all duties and responsibilities. We welcome Brother Swartz to our Team!

Region 7 Vice President



Daniel Payne has been appointed Vice President of the new "Region 7". Congratulations Brother Dan!

Homeland Security Director



Dean Hess is newly appointed as the SPFPA Homeland Security Director and will work directly with President Hickey.

The achievements of an organization are the result of the combined efforts of each individual.

Vince Lombardi

Union-Made Products for SPFPA Locals



Peggy Osgood
SPFPA Products Designer

SPFPA offers a wide variety of union-made products and services for your local officers and members. To order your SPFPA products, just contact your Local President or Financial Secretary. An order can be placed on the website (www.SPFPA.org), or by sending an order form to the International Headquarters.

The International Office also welcomes SPFPA local unions to utilize the services of our union printing companies for stationery and offices supplies. You may contact them directly:

Goodwill Printing Company
2000 West Eight Mile Road
Ferndale, MI 48220
(248) 547-7500

Heitman Garand Printing Company
1627 West Lafayette
Detroit, MI 48216
(313) 962-3258

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SPFPA members and their families are eligible to receive

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for education!



For more information
Call (800) 228-7492 today!

Vice President Region 7



Daniel Payne

Strength in Numbers

I would like to take this opportunity to introduce myself to you, my fellow brothers and sisters of SPFPA. Nine years ago, I was elected Secretary Treasurer and Business Manager of American Federation of Security Officers (AFSO), Local 1 in Los Angeles. Local 1's resources and membership were in decline and I saw a great challenge to turn things around. I am proud to say that we succeeded by cutting expenses and organizing more members. "Strength in numbers" was a concept that I often discussed with Local 1's Executive Board. There is a huge potential in California, but being an independent Security Officer local in Los Angeles, we believed that in order to become more effective in representing our members, we had to become stronger.

Approximately one year ago, I received a phone call from SPFPA International President David Hickey. In that first phone call, I told Dave AFSO, Local 1 had approximately 1,000 members in all types of industry, such as motion picture studios, hospitals, aerospace, bottling, cannery and a large group of officers on the docks in Los Angeles and Long Beach harbors. I learned that SPFPA was the largest independent security officer union and that SPFPA represented thousands of members all across the United States, Canada and Puerto Rico.

Shortly after that phone call, Dave flew to Los Angeles for a meeting, and shared his vision of organizing and creating "strength in numbers". "Strength in numbers", he took the words right out of my mouth. We share exactly the same vision for the future of Security Officers "One Union – One Voice" and with that, merger talks ensued.

AFSO, Local 1's Executive Board, met many times, debating a merger with the assistance of Lewis Levy, our legal counsel. I believed very strongly that affiliation and merger was the absolute right thing to do for the future of Local 1 Security Officers and

ultimately for all the Security Officers.

The Executive Board voted to let membership decide, and in December of last year, a referendum was held and an overwhelming majority voted in favor of the merger. Local 1 is now a local within SPFPA and at the same time, Region 7 was created.

California is now Region 7 with 180,000 Security Officers in the state. If I could speak to each one of those officers, I would convince them to sign a pledge card now. With those numbers, can you imagine the strength we would have?

Last June, Region 11 and Region 7 held a joint Conference at the Universal Sheraton Hotel. I would like to thank a lot of people for making it happen, starting with President Hickey, Secretary-Treasurer, Dennis Eck, and Director of Organizing, Steve Maritas for sharing their thoughts on what is happening in SPFPA. I would like to thank Linda Gonzales and Joe Medine of the FMCS for their educational seminar. A big thank you to Lewis Levy, Adam Stern and David Myers of Levy, Stern & Ford, for their valuable class on grievance and arbitration skills. In addition, for helping a first-timer set up such a conference, thanks again Terry Fowler.

These are exciting times and I am excited about the future and what SPFPA is doing for Security Officers from coast to coast and beyond. I look forward with great pleasure to working with President David Hickey and the SPFPA Executive Board, and the truly wonderful staff in the SPFPA office. As the new Vice President of Region 7, I have had the opportunity to observe SPFPA up close. I have discovered a union with vision and leadership dedicated to organize, organize, organize, and bring other independent Security Officer unions together for the betterment of Security Officers and their families, and create "strength in numbers" and "One Union – One Voice".

**International Union,
Security, Police and Fire Professionals of
America (SPFPA)
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- Dignity
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- Honesty
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- Unity
- Job Security
- Higher Wages
- Scholarship Program
- Family Health Benefits
- Retirement Benefits
- Shift Differential Pay
- Seniority Rights
- Bereavement Days
- Sick Days
- Holidays
- Vacation Days
- Comprehensive Training
- Member Participation
- Member Organizing
- Servicing our Members
- Strong Contracts



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