

Volume V

October 2004

# Security is Our Business!

**General Wesley K. Clark stands united with SPFPA International President David L. Hickey and representatives in protecting our National Homeland Security.**



David L. Hickey, International President and SPFPA representatives join General Wesley K. Clark at SPFPA International Headquarters at the Third Annual National Security Summit!

***"A union proud of it's members . . . A union to be proud of!"***

# 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*



*Joe McCray  
Organizer*



*Eugene McConville  
Special Projects*



*Harold Trigg  
National Security*



*Ron Upton  
Information/  
Technology*



*Brian Gibbons  
CAST*



*Joe Brucato  
CASH*



*Robert A. Inman  
COP*



*Dan Hauschild  
CSO Co-Director*



*Jim Jones  
CSO Co-Director*

*not  
pictured*

*Mickey Guinn  
CSO Co-Director*



*Herb Coleman  
DOE/NRC*



*Rick O'Quinn  
DOD/NASA/  
Aerospace*



*Dean Hess  
Homeland Security*



*Howard Johannssen  
Sr. Advisor*

## 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  
Secretary*



*Leslie Pyle  
Secretary*



*Sylvia Galindo  
Secretary  
West Coast  
Office*



*Mary Jo Maneri  
Secretary  
East Coast  
Office*

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

*"America's Union for Security Professionals"*



*"A Union proud of its members . . . a union to be proud of!"*

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**Website: [www.SPFPA.org](http://www.SPFPA.org)**

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*News you can use!*

**SPFPA YES!**

**World News**

**Labor Leaders  
around the world  
join together in  
solidarity**



*David I. Hickey, SPFPA International President, attends labor summit with labor leaders from all around the world.*

**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.

## Message from the President

This has been an incredible year for the International Union, SPFPA. I am very proud of the many accomplishments we have achieved together, as **“One Strong Voice”**. We have achieved a record-breaking number of mergers. To date, nine independent security unions have merged into the SPFPA family and we have gained strength and resources over and above our expectations. Our divisions have strengthened immensely, adding a full-time director to our National Security Division, and adding three new co-Directors to our Court Security Officer Division. We have gained a much stronger voice with the U.S. Department of Homeland Security that will strengthen our position on policy and regulations that have a tremendous impact to the livelihoods of our membership.

I am proud to announce that the International has sponsored two conferences with overwhelming success. The first National Court Security Summit was held in Las Vegas, Nevada. More than 65 court security officers and labor leaders from across the country joined together to stand united concerning issues facing the court security industry. The overwhelming turnout included representation from seven independent labor unions. It was a full day of informative discussion with special guest speakers that included Chief Judge Phillip Pro. The second major event that was sponsored this year was the Third Annual National Security Summit at International Headquarters. An overwhelming attendance of over 100 security officers and leaders from around the country joined together. It was a great honor to have General Wesley Clark as our keynote speaker, along with Senator Carl Levin and Shelby Slater, Homeland Security Emergency Management Director. I am proud of the professionalism and the high level of recognition our organization has gained and for the critical role of our members nationwide.

The SPFPA continues organizing security officers in record numbers. Our organization has grown and we continue to develop programs that encourage membership growth.

A new health and welfare program has been established to benefit SPFPA members and their families, that has proven to be a great success! I am pleased with the performance of our new benefits coordinator, Gary Hassenbank. We have instituted through collective bargaining a number of “union sponsored” benefit and 401(k) programs that will enable our members to gain continuous coverage among the ever increasing turnover rate of security contractors.

I am looking forward to Convention 2005 at the Rio Hotel and Casino in Las Vegas, Nevada. It is a very exciting time for the International and all of our Locals. We will welcome many “new comers” to that event through organizing and mergers, along with our



*David L. Hickey  
International President*

long standing, dedicated locals. A great agenda is being planned, and I am looking forward to seeing many of you there.

In closing, I want to say “thank you” for your continued support. I truly appreciate your hard work and effort. Together, we stand strong! I am honored and privileged by your commitment to our vision for security professionals and servicing the needs of this Great Union!

### Health and Welfare issues a top priority!

Legal strategy sessions continue at International Headquarters with Gordon Gregory, SPFPA General Counsel, Bobby Jenkins, VP Region 10 and David L. Hickey, International President, to protect the health and welfare benefits for Local 200 members. The newly merged SPFPA security professionals working on the 4-state contract for Akal have been denied health and welfare benefits that their security officers and their families are entitled and deserve. President Hickey states for the record, “efforts will continue until justice is served!”



*Gordon Gregory, Bobby Jenkins, David L. Hickey are serious about health and welfare benefits for SPFPA members!*

# America's Union for Security Professionals!



Dennis T. Eck

## International Secretary-Treasurer

### *Focus on Finance*

Union  YES

As International Union Secretary-Treasurer, I would like to begin my finance report by stating that our International Union is stable, growing financially and adding members.

Numerous meetings were held with our various money managers to discuss the course of our financial portfolio should take in the investment market. I have kept track of our investments (almost daily communications with our financial consultants), and our accounts are now up 7.25% for the year and up 11.50% for the second quarter.

We are currently looking into direct deposit for payroll with website capabilities to furnish the International Union with reports on all our banking that would transpire daily for easier bank reconciliation.

We are updating our computer systems to become more efficient, and my office staff continues to make improvements for more efficient tracking of accounts.

Being a union member is more important than ever! The National Labor Relations Board (NLRB) has revised its stand on "Weingarten Rights". A new ruling by the NLRB could have an impact on how disciplinary investigations are conducted. Non-union employees have no right to co-worker representation at disciplinary meetings. The 30-year old ruling on Weingarten Rights giving non-union employees the benefit of having a co-worker represent them at meetings leading to discipline are over! **Another good reason to be a "union member"!**



### International Union, Security, Police and Fire Professionals of America (SPFPA) Fourteenth Constitutional Convention



Rio Suites Hotel and Casino  
Las Vegas, Nevada  
May 9 - 11, 2005

## International Trustees Report

by Bernard Hudley, Joseph Durbin, Lous Washington, International Trustees



Bernard Hudley  
International Trustee  
Local 127, Florida



Joe Durbin  
International Trustee  
Local 502, Pennsylvania



Louis Washington  
International Trustee  
Local 256, Texas

We the International Trustees, after thorough and careful reviews and audits of the financial records of our International Union, can attest that our Union is growing and in strong financial condition to meet the needs of all present members and any new membership and units that are interested in joining our Union.

The main objective of any good union is to grow in membership and to offer the best service to all of our members.

**Our International Union is prepared in all ways to offer the best service to accommodate all present and future members. We are proud to represent this International Union.**

## “Exceptional” Contract Ratified

By Eric Coln, President, Local 127

**“...pay increases  
...benefits and perks  
...and raises in areas that we  
thought not possible...”**

### Letter sent to President Hickey

Dear President Hickey:

I wanted to take this time to send you a thank you for the excellent job that the SPFPA International Union did on our recent contract negotiations. I believe that the leadership and the professionalism that you and your representatives brought to the table was the catalyst for the exceptional agreement that we now operate under.

We had a long, hard battle over four months with Space Gateway Support, a subsidiary of Wackenhut Company, and finally came to an agreement. Region 3 Vice President, Mike Swartz, was instrumental in helping to prepare our arguments against the Company's take away bargaining style. Also in presenting these arguments in a clear and concise manner at the negotiating table, stopped the company's plan in its tracks.

The membership of Local 127 overwhelmingly voted our new contract in because it contained a pay increase above the national average, it contained all the benefits and perks we enjoyed, and raises in areas that we thought not possible in the conditions of the national economy. In talking with the Company, even they did not understand the amount that they gave into us, but now they see that our contract is worth many times what they thought that they gave us.

**Thank you again!**

**It pays to be an  
SPFPA Member!**

## Vice President Region 3



Mike Swartz, Vice President Region 3

Fourteen months have passed since Brother Dave Hickey and the International Executive Board appointed me Region 3 Vice President. Brother Gerry Hartlage's retirement left some extra large shoes to fill, but with the support I have received from the International staff and the professionalism, understanding and assistance of the local officers and members of SPFPA, Region 3 is alive, well and growing at a rapid rate.

I would like to welcome all the new locals to SPFPA Region 3: Local 127's new units of Delaware North Park Services, Caleium/Honeywell and A.J.T.' Local 405 Greenbrier Security; Local 453 Fort Belvoir, Virginia; Local 454 Customs Department; Local 612 Alantis, Inc and Wackenhut @

Miami Oade Transit and the CSO's formerly of FOPSCO.

SPFPA is winning elections all over the region due to the reputation of excellence that our members throughout the International have and continue to earn on a daily basis. It is with the greatest of pride that I am a member and officer of SPFPA and all the security professionals that we represent who protect and secure this great nations people and resources.

I am looking forward to visiting each and every local in the future. Keep up the “great” work.

Special thanks to Brother Gerry Hartlage for support and guidance, but most of all for your friendship. You remain in all of our prayers.

## Walt Disney World security officers support SPFPA!



*Security Officers at Walt Disney World in Orlando, Florida, show support for SPFPA and send a message to fellow security professionals in the entertainment industry...SPFPA is the best!*

**A union proud of its members ...**

**... a union to be proud of**



Brian Gibbons, CAST Director shares a smile with his fellow officers.

Walt Disney security officers are proud to be SPFPA members. We support our union! We stand strong and united behind “America's Union for Security Professionals”, the International Union, Security, Police and Fire Professionals of America (SPFPA)!

# SPFPA National Securitas Report



*Harold Trigg  
National Securitas Director*

As I look at all of the Securitas locals, I realize what a great impact the National Negotiating Team had on the elections of these locals. Negotiating team members were renewed in their enthusiasm in turning these locals around and in many areas won elections on various Executive Boards. How advantageous for everyone to have first-hand knowledge from these leaders. There was great communication at the bargaining table between the negotiating team and I hope the company. These leaders need your support and you can do this by attending your local meetings and becoming active in your Union.

If there is anything I can do to help you, please feel free to call me at (937) 298-6108 or fax (937) 643-2628. I hope everyone is seeing the Securitas Sentinel which is being sent to the Local Presidents each month. If not, please contact me.



**SPFPA International is proud of our Securitas members and the services they provide!**

**Your support and dedication continues to be a great asset to this organization!**

## Vice President Region 4



*James L. Allen*

### Working hard in Region 4

In our last newspaper, Region 4 made a prediction. I am pleased to announce that we were right on the money. We predicted that the Securitas National Contract Negotiating Team would come away with a great contract and they did! Our members received over 19% increase over the term of the agreement. The contract was ratified by an astounding 80 percent. I would like to thank each member of the Committee and appreciate the extra effort put forth by our International President Dave Hickey, we could have not done it without you!

With the current change in the structure of DaimlerChrysler, the SPFPA is working hard to protect our members and their families. The National Effects Bargaining Committee, led by International President Dave Hickey and myself, successfully negotiated and ratified an agreement that included 24 months of medical benefits, continued accrual of retirement credits, a ratification bonus, and a retention bonus if members decided to hire with the new contractor for a period of time.

I would like to personally thank all the Local Officers and members who worked very hard assisting me in Region 4. A special thanks to Gene McConville, former International President, Gerry Hartlage, former Region 3 Vice President, Harold Trigg, Securitas National Director, Dean Hess, Homeland Security Director, Rick O'Quinn, DOD/NASA Director, and John Cummins, International Representative for a job well done.

## MGM Grand Casino in Detroit joins SPFPA family!

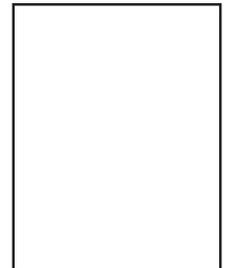


**A big "thumbs up" from Casino Officers**  
*Pictured L-R Tom Smith, Salena Huston, Randy Erickson, Bernice Stewart*

Negotiations are underway for security professionals working at the MGM Grand Casino in Detroit, Michigan. The Casino Hotel Industry Police (CHIP) Division of SPFPA continues to grow and gain the benefits and security that SPFPA members deserve!

## Stepping up to help!

*Mark Crawford, long-term member and local president, accepted the task of assisting the International when Jim Allen, Vice President Region 4, was having surgery.*



*Letter sent to President Hickey from Mark Crawford*

"I would like to personally thank all Officers and especially the Office Staff for making my temporary stay here at the International a truly wonderful, rewarding, and learning experience. Without the help I received from all would have made it a very difficult transition. I look forward to working together with you in the near future. Thank you all very much."

## Special Projects Report



*Eugene P. McConville,  
Director of Special Projects*

While organizing efforts have been extremely successful, the success can not be fully realized unless we negotiate collective bargaining agreements (CBA) for new groups as expeditiously as possible. To that end, I accepted the offer from President Hickey in January of this year to work toward that goal on behalf of the SPFPA. It is my responsibility to insure that all new contracts are negotiated and ratified as soon as possible and that the union dues be sent to the International Office soon after ratification of the agreement. In most cases, it is expected that the Regional Vice President will be the chief negotiator. However, because of the fast pace of our growth, it may be impossible for the Vice President to accomplish all of his goals as quickly as we would like. I will oversee those agreements that cannot be addressed early on. This program is almost in place and the assistance from the Vice Presidents and the Organizing department has been invaluable in finalizing the program.

In the past seven (7) months, I have personally negotiated sixteen labor agreements in ten (10) states. The CBA's that have been ratified have brought more than 1,100 new dues paying members into the SPFPA, while 1,000 new members are awaiting completion of negotiations and ratifications. I am confident that this program will continue to be worthwhile and with the help of the Vice Presidents and the Organizing department, the program can only get better.

**I would like to thank President Hickey for the opportunity to assist the union that I have been a proud member for almost forty (40) years.**

## Grievance and arbitration “one-on-one”

Garry Hagar, President, Local 66 Billy Spencer, Vice President, Local 66, Ohio, met with President David Hickey at International Headquarters to discuss “one-on-one” their local’s pending arbitration cases.

The proper handling of grievances is a priority at the International level, and the door is always open for members who have questions or need assistance. When a grievance is submitted for arbitration, a screening panel evaluates the merits for arbitration. All approved grievances are assigned to legal council for processing. The more we can educate each member on the grievance and arbitration process, the better success rate of winning will be achieved. SPFPA is proud of our local officers like Brother Hagar and Spencer who show the concern and takes the time to prepare their cases in a complete and conscious manner.



*(Pictured L-R) Garry Hagar, Billy Spencer (Local 166) and International President David Hickey*

**SPFPA is proud of the service provided to members.**

## SPFPA General Counsel receives Distinguished Service Award

*Reprint permission granted by The Macomb Daily*

*Staff writer Stephen Bistoli, Macomb Daily staff photo by David N. Posavetz*



*Gordon A. Gregory, SPFPA General Counsel receives honored by State Bar of Michigan*

Gordon A. Gregory, SPFPA General Counsel, with the Distinguished Service Award he received from the Labor and Employment Law Section of the State Bar of Michigan. Gordon has successfully represented unions for more than 40 years.

Congratulations Gordon, we are proud of you and the contributions you have made towards advancing security professionals and the labor movement as a whole. **You certainly deserve it!**

# Third Annual National Security Summit Huge Success!

## Leaders discuss National Homeland Security issues affecting SPFPA members!



President Hickey welcomes local leaders and special guests to the beginning of an exciting day!



Bobby Jenkins, Vice President Region 10, leads the conference with a prayer and blessings.



SPFPA sisters were all smiles during the day's events.



"This is the best conference ever!" commented many members about this year's event.



General Wesley K. Clark is welcomed by Senator Carl Levin and the SPFPA International Executive Board and members!



Jesse Allen (former ISPU President) is proud to be an SPFPA member!

### Unionize the organized



Gordon A. Gregory, SPFPA General Counsel

A powerful presentation was given by Gordon A. Gregory, SPFPA General Counsel, about organized labor and the legal standpoints that prove beneficial to being an SPFPA member! Gordon and his staff continue to be a great asset to this organization!



"SPFPA members are the first line responders that take on a critical role in safeguarding our nation. You should be proud of what you and your union are doing for the security industry" stated General Wesley K. Clark.

# General Clark, Senator Levin and Homeland Security Director Slater United with SPFPA!



General Wesley K. Clark addresses SPFPA members about the importance of good leadership, and their critical roles in Homeland Security.



Senator Carl Levin takes a personal interest and tells SPFPA members they should be proud of what their union has accomplished.



Homeland Security Director, Shelby L. Slater emphasizes the importance of first responders for the security of our major cities.



Fox 2 News reporters and radio broadcast teams were actively "getting the scoop" at SPFPA International Headquarters.



Senator Carl Levin introduces the distinguished keynote speaker General Wesley K. Clark to a packed house.



Round table discussion regarding top-level issues that impact SPFPA members and the security industry were held with President Hickey and Senator Carl Levin prior to the leadership

### Special points of interest:

- General Wesley K. Clark Special Distinguished Speaker
- Senator Carl Levin (Michigan) speaks at SPFPA Third Annual National Security Summit
- Shelby L. Slater, Homeland Security Emergency Management Director addresses SPFPA members

**The International Union is proud of the professionalism and the high-level of recognition our organization has gained and for the critical role of our members nationwide!**



President Hickey presents an appreciation award to General Wesley K. Clark for his participation and interest in the SPFPA and it's vision for the security industry.

# Third Annual National Security Summit

## Organizing achieves record-breaking “wins”!

The International Union, Security, Police and Fire Professionals of America (SPFPA) accomplished **record breaking** number of “wins” reported Organizing Director, Steve Maritas. The new health and welfare and 401k programs that President Hickey instituted not only has benefitted existing members, but has drawn new security professionals into the SPFPA resulting in tremendous growth!



*Brother Steve is excited about organizing!*

Brother Steve’s enthusiasm for organizing continues at full-force. If you would like to get involved in organizing and increasing your local strength, just give him a call at (800) 228-7492 or his cell at (646) 567-6454.

**The vision “One Union - One Voice” has strengthened our position in the security industry and we are still growing strong!**

## “New” SPPFA promotional items

**It was fun and exciting!** Everyone is a winner here at the International, as President Hickey raffled off some of the new promotional SPFPA items that are now available. Every attendee received a copy of the “new” Handbook and Guide to Grievance Handling, and many members walked away with the SPFPA black satin with silver logo jacket, SPFPA shirts, the new black leather wallet with SPFPA embossed logo, the silver cased logo notebook with pen, and the new Second Edition SPFPA Collectors Badge and wallet.

The International Union continues to find ways to promote our organization and it’s members. You should be proud and privileged to be a part of this great union. **Support and wear your SPFPA union insignia with pride!**

To purchase your SPFPA items, contact International Headquarters!



*Proud winners of SPFPA promotional items!*

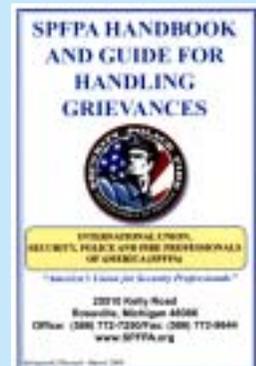
## Union-sponsored benefit plans a great success!

SPFPA Benefits Coordinator, Gary Hasenbhanek speaks about the union-sponsored benefit plans available for members and their families. Protecting our future and livelihood is important and the SPFPA is a union you can count on!



*SPFPA Benefits Coordinator Gary Hasenbhanek*

For more information about benefits, contact Gary Hasenbhanek at (818) 830-5600.



# Food, fun and fellowship!

The National Security Summit closed with a spectacular buffet and a chance to socialize.

*The perfect ending to a perfect day!*



*A day to remember!*

# SPFPA Charity Golf Day/Luncheon

## It was all sunshine, smiles and solidarity!

by David L. Hickey, International President

On a beautiful Michigan morning, Friday, August 6th, over 100 would-be Tiger Woods launched the 14th Annual SPFPA Golf Day. As always, proceeds for the day were contributed to the American Cancer Society (ACS). With many of our members or their families affected by this terrible disease, the SPFPA shares



and supports the ACS and its fight against cancer.

Golf balls flew in all directions (literally) as the day began. Support from SPFPA locals and officers this year was overwhelming it was great to see Local representatives like Cassie Smith (Ohio), Scott Harger (Seattle), Howard Johannssen (Washington DC), join us for this wonderful event. Little Stevie Maritas set the days fashion statement, and our wonderful staff of ladies looked great and worked hard to make this day a great success and the **best SPFPA Golf Day ever!**

My personal thanks to all who supported this most worthy cause. Your participation helps make the SPFPA the great organization it has become, and your efforts are truly appreciated!



Jack Russell and President Hickey are ready to begin a fun filled day for a great cause!



Dennis Eck makes sure that all (100+) golfers are at their mark ast "shotgun" start.



Richard & Doreen Smith and Scott & Katie Harger came all the way from Washington to participate in this most worthy event!



Mary and Peggy volunteer working at the Putting Contest, and are ready to give away some "big bucks"!



Louis, Bernard and guests are eager to help out for a good cause!



Bobby Jenkins and David Hightower are all smiles on this beautiful day!



Carol and Leslie have fun volunteering for this most worthy cause by "doubling your money" on the green.



Blue skies and sunshine is the perfect combination for my golf game!



Jamie Heitman and Rick from Allied Printing and Mailing join Jim Allen and Joe Rodriguez, Security Consultant Group, and share a great day of fun!



Putting contest contestants are lining up.

## Golf Outing Winners

### Putting Contest "Hole-in-One" Winners

\$1,250 Kerry Lacey, Vice President Region 6  
 \$1,250 Greg Peterson II, Cardimone Insurance Agency

#### FIRST PLACE WINNERS

Ralph Martin  
 Bud Martin  
 Frank Chumley  
 Mike Fultz

#### SECOND PLACE WINNERS

Dean Hess  
 Tom Ignasiac  
 Lon Brittan  
 Mark Heinen

#### THIRD PLACE WINNERS

Bryant Carter  
 Guy Wegener  
 Jim Bereaugh  
 Grant Snyder

#### LAST PLACE

John Zdziarski  
 Robert Nichol  
 Michael Young  
 Robert Zolnierzak

#### STRAIGHTEST DRIVE

Bill Opatich

#### CLOSEST TO THE PIN - Hole 6

Ralph Martin

#### CLOSEST TO THE PIN - Hole 2

Mike Fultz

#### CLOSEST TO THE PIN - Hole 5

Mike Fultz

#### LONGEST DRIVE

Greg Peterson



First Place Winners! Congratulations!



Second Place Winners



Third Place Winners



"Last Place" Winners! Better luck next year!

## SPFPA Donates \$10,000 to American Cancer Society

Through your contributions and support, a donation of \$10,000 was made to the American Cancer Society in 2004.



President Hickey proudly presents the American Cancer Society with a donation of \$10,000!

**This event would't be possible without the generosity and support of so many!**

- Allied Mailing & Printing
- Blue Cross/Blue Shield
- Cardamone Insurance Agency, Inc.
- Cenko, Vendittelli, Kahn & Haynes
- DaimlerChrysler
- End User Consultants
- Gregory, Moore, Jeakle, Heinen & Brooks
- Homewood Suites
- Humanomics, Inc.
- International Union - UAW
- Munder Capital
- Pine State
- Raymond & Prokop
- St. Joseph's University
- Securitas Security Services USA Inc.
- Security Consultants Group
- Spectrum
- Standard Federal Bank
- UBS Paine Webber
- Wackenhut Corporation
- SPFPA Local 5
- SPFPA Local 20
- SPFPA Local 67
- SPFPA Local 127
- SPFPA Local 145
- SPFPA Local 166
- SPFPA Local 218
- SPFPA Local 238
- SPFPA Local 255
- SPFPA Local 263
- SPFPA Local 292
- SPFPA Local 502
- SPFPA Local 506
- SPFPA Local 513
- SPFPA Local 599
- SPFPA Local 691
- SPFPA Local 911



President Hickey gives special recognition to Lil' Stevie as "Best Dressed" at this year's outing. Looking good guys!

OUTSTANDING



"Hole-in-One" Winners Kerry Lacey and Greg Peterson win a total of \$2,500 CASH!

# SPFPA members proved steadfast in the line of duty

by Mark LePage, Secretary-Treasurer, Local 531

A furnace exploded in the client facility, coupled with the unrelated Northeastern power outage. The explosion caused molten aluminum to diffuse and seriously injured a plant employee. Officer Rick Derouchie was less than 150 feet away from the furnace at the time it exploded and advised the security office the situation was critical. Officer Jayson Goolden, who was already facing a high volume of calls due to the power outage earlier in the shift, was able to immediately contact EMS.



Rick Derouchie



Jayson Goolden



Rick Hance



Todd Martin

Supervisor Rick Hance arrived on scene with the plant nurse and dispatched Officer Derouchie to the scale house to direct the ambulance to the furnace room. Off duty Officer Todd Martin arrived shortly after the ambulance and provided much needed assistance. The total time from the start of incident to when the injured associate was transported to the hospital was 17 minutes. These officers proved steadfast in the line of duty, were part of a life saving event and earned the respect of their co-workers.

**Outstanding performance!**

## Vice President Region 6



Kerry C. Lacey

### “Salute” to Region 6

*I'm proud to work with such great people!*

This article is dedicated to a very special group of members who made the ultimate sacrifice that a member can make . . . going on strike. These sixty proud members of Local 506 in Philadelphia who work for Loomis, Fargo survived eight days of hot and humid conditions on the picket line. These members were absolutely resolved to stay out until their demands were met. With Federal Mediation's help, my committee - to whom I am very proud of - came to terms that the membership ratified. My special thanks to Chief Steward Bill Widmaier and Bob Hessman and Bill Reynolds for their

leadership. Local 506 President Lou Tartack and Financial Secretary-Treasurer Joyce Tolotta offered a local commitment to their unit that was second to none. Local 511 President Dwight Duley volunteered his services to his fellow local and we all give our thanks to all of the members who persevered. I salute you. You are truly my heroes.

On a closing note, I would like to thank all my presidents who helped me out during my illness, and especially to my good friend Frank Guerin, who went way above the call of duty.

## Local Supports United Way

by John F. Kennedy, Financial-Secretary, Local 501

Recently Local 501 of the Security, Police and Fire Professionals of America (SPFPA) presented a donation of \$501.00 to the Seacoast United Way of the Greater Seacoast, in support of Seabrook Station's Annual Campaign. Local 501 President Clifford Bullock and Financial Secretary-Treasurer John F. Kennedy presented the check to the United Way Campaign Directors. We urge other local unions to support their United Way Campaign.



**SPFPA members are recognized for their generosity and willingness to provide assistance in times of need!**

## SPFPA L.A. officers recognized for slaying suspect arrest

Los Angeles police arrested a transient suspect of cutting off the head of a 91-year old screenwriter and fatally stabbing his Hollywood neighbor. SPFPA Security Officer,

Isaac Marcias, recognized the suspect outside Paramount Studios after his photograph was shown on a televised news conference. Guards at Paramount Studios had turned away a man at the main visitors' gate about the time of the 12:30 p.m. news conference. Paramount guard Isaac Marcias said "something didn't feel right" about the man. Macias called his boss, and security supervisor Craig Phillips used video cameras to follow the man as he walked slowly along Melrose. About the same time, the perpetrators photo was displayed from a news conference. "I turned to the camera on my monitor. I said, "That's him! That's him!" Phillips said. Police arrived quickly and made the arrest of Keven Lee Graff in connection with the slayings.

SPFPA security officers received recognition and honors for their quick response that led to the arrest.



Security Officers at Paramount Studios are presented with a recognition award for their quick response that led to an arrest of a brutal killer. Great Job!!!!

## Vice President Region 7



Daniel Payne

### Growth and Achievement in Region 7

It's been just over 18 months since my home union American Federation of Security Officers (AFSO) Local 1 voted to merge with the International Union, Security, Police and Fire Professionals of America (SPFPA). At the time, as the Secretary-Treasurer/Business Manager, I strongly supported that choice. WHY? The answer is numbers and leverage.

In Los Angeles where I come from, Local 1 had approximately 1,000 members at that time in LA County alone, and over 69,000 security officers registered with the California Department of Consumer Affairs. That meant that approximately 68,000 security officers are NON union. I don't think I need to explain what that does to leverage at the bargaining table.

I could clearly see that organizing was - IS - paramount. If you take the ratio of union vs. non-union security officers in Los Angeles and translate that into national numbers, the task of organizing is overwhelming. But we have to start someplace,

sometime, with someone. I believe the place is anywhere there is a security officer manning his/her post. The time is NOW. The someone is SPFPA. I share and completely endorse the vision of SPFPA led by International President David Hickey. SPFPA is the largest independent, NLRB certifiable, organization representing security officers nationwide. As of this day, SPFPA has 5,426 new members. That is more than double the number for 2003.

This is a magnificent start, thanks to International President David Hickey and the hard work of Steve Maritas, Director of Organizing. (Please read Brother Steve's article elsewhere in this paper.) But with this outstanding success, SPFPA is experiencing growing pains. The union leadership is extremely pleased and yet overwhelmed in their efforts to communicate with and negotiate new labor agreements on behalf of our new brothers and sisters, and at the same

time service our current membership.

Ask now what your union can do for you, ask what you can do for your union. **OK!** That's a cheap rip off from President Kennedy, but very meaningful. This is your union, **YOU ARE THE UNION.** As the unstoppable train moves forward there will be great potential for many, many of you. So, be positive and get involved. There will ultimately be paying jobs with the International.

We experience growing pains because of change. For the past fifty some years, unions have operated the same old way. What about the next fifty years? The need for well trained, professional security officers is at an all-time high in America. Strength in numbers improves leverage. That means better pay, benefits and working conditions for security officers and their families.

What are you going to do? Pick up the phone, call, get involved, be a part of the solution. What we can do today, determines the future.

Visit our Website [www.SPFPA.org](http://www.SPFPA.org)  
or call us at (800) 228-7492

A union proud of its members . . . a union to be proud of!



Bobby R. Jenkins

## Vice President Region 10

### A busy and memorable time for Region 10

As 2004 is quickly passing by many good and positive things are happening with this Great International, the Security, Police and Fire Professionals of America (SPFPA). Many new groups and mergers have come on board throughout the year. New Local 570, court security officers in Atlanta, Georgia left another union to join ranks with us. This group consists of one hundred officers. Joe Hendrix has done an outstanding job as local president. A new federal group in Atlanta with one hundred fifteen officers elected to come on board a few months ago. Earl Bryant was elected Local 571 President and was very instrumental in helping negotiate a very good three-year agreement with Alpha Protective Services.

Another group, Independent Security Police Union voted in May to merge with the SPFPA. This group has over 850 officers. Jesse Allen is the new Local 200 President. A very good contract was negotiated for the Inter-Loop group. Hopefully by the time you read this the other two will have ratified contracts in place.

The three above mentioned groups consist of over a thousand new officers for Region 10. Many other new groups and mergers have come on board throughout the other Regions. I personally want to send out a big heartfelt "welcome" to all new officers

throughout the International who have joined our SPFPA family.

I have had good feedback concerning the Health & Welfare plan Gary Hassenbank with Humanomics has put in place at some of the federal sites. Gary also offers a good 401(k) plan. Two good things worth mentioning about this service is accountability. Once the plan is in place, our members will have someone to call when problems arise. The other thing if you go with Humanomics 401(k) plan, when a new contractor takes over, the officers will not have to be bothered with rolling their money over to another plan.

On a sad note, long time Local 796 Secretary-Treasurer, David Rogers, a personal friend had a massive heart attack a few months ago. Not only was David one of the most dedicated union members I have ever know, but he was very devoted to his family. His family, co-workers and many friends will sorely miss David. My deepest sympathy goes to Mary Jane and their children.

On a brighter note, August 5, 2004 will be a day long remembered by everyone who attended our International Summit at the International Headquarters. It would probably be an understatement to use the word impressive for the caliber of speakers that spoke that day. It was truly an honor to listen to United States Senator, Carl Levin (D) Michigan and

former Democratic Presidential Candidate, General Wesley Clark. Without a doubt, this was the best summit we have ever had. Just ask anyone who attended.

In my 31 years with this Union, I have never witnessed more exciting times or felt better about the future of this Great International Union.

To top off a great week, on Friday, our golf outing for the American Cancer Society was a great success. Everyone seemed to enjoy the day. I personally enjoyed having my son (Jeff) and brother (Dennis) playing in my foursome although I will have to admit on this day, David Hightower, a very good golfer from Texas saved the day for the Jenkins clan.

I will close with a quote from the Great Vince Lombardi:

*"The difference between a successful person and others is not lack of strength, not lack of knowledge, but rather, a lack of will."*

\* \* \*

## Committed members making a difference

Local 601 in Muscle Shoals, Alabama, have always been committed to family, country and organized labor. Our local has a proud heritage. Bobby Jenkins, Vice President, Region 10, was a former President and Business Agent.

Our local has always been committed on every issue we faced, from contract negotiations to community causes.

In this spirit, we elected (apart from SPFPA funds) to help a group in their start-up of a "Buy American" Campaign. This grass-roots effort, founded by unemployed textile workers has sky rocketed from just over one hundred to one million plus members in the last two years. We are committed to restoring American jobs through "Free Trade/Fair Trade" policies. Our mission, to

identify products "Made in USA" and locations where they can be purchased.

Anyone can check the world wide web for more information at [www.bac-america.org](http://www.bac-america.org).

**Local 601 Security  
Professionals  
proud and committed!**

## SPFPA Veteran receives Luke Award

Gene Crego, Gunnery Sgt. and President of Local 823 in Reno, Nevada, was the recipient of the Luke Award from the Arizona Veterans Memorial, Inc. (AVM). The Luke Awards are given to individuals, organizations and businesses that, during the year, help to

preserve the memory and promote the awareness of fallen veterans from the state of Arizona.

Crego spends time volunteering, and recently spoke to

Tina Petrula's seventh and eighth grade social studies classes about his experience as a soldier in Vietnam in 1968 and 1969. *Great job, Gene!*



### Notice to Employees Subject to Union Security Clauses

Union representation means that the union, on your behalf and with your full and active participation, negotiates and administers a legally binding contract known as a collective bargaining agreement that sets forth your wages, benefits and working conditions. Because all employees negotiate together through the union, union members receive higher wages and better benefits than non-union workers in similar jobs, and job security. Strength in numbers makes this possible. You and your co-workers are the "Union."

If you work in a non-"right to work state," the collective bargaining agreement which provides you with benefits and job security may have a "union security" provision which requires you either to join the union, or pay an amount equivalent to the portion of union dues used for representational purposes

If you are subject to a union security clause and choose not to be a member of the SPFPA, you must still pay to the Union a service fee equal to the amount of union dues spent as bargaining agent representing employees in bargaining units.

Our Certified Public Accountants have calculated that the percentage of union dues received by the International Union spent on expenses chargeable to non-member service fee payers is 96.74%. This is the percentage that is used to determine the service fee for our fiscal year April 2002 through March 2003. (It is presumed that the percentage of expenses chargeable to non-member service fee payers made by your local union, which receives part of your dues, is the same percentage as the International's, i.e., 96.74%). Thus, if under your contract your monthly dues are \$20.00, a non-member service fee payer is obligated to pay \$19.34, and does not enjoy the benefits of membership, including those listed above.

## Vice President Region 11



Terry J. Fowler

### Active in Region 11

Much has been said about the recent organizing within our International. However, I will comment on the tremendous growth in our Region. We have welcomed on Northwest Protective with a new ratified contract and, Security Innovations in Arizona and Nevada, which have new agreements in place and a wage re-opener. Much of this organizing was done under the direction of the Organizing Department head Steve Maritas and with the assistance of Robert Inman and Joseph McCray to name a few. Thanks for your hard work guys.

Not long ago I met with a newly organized group, which had been represented by a different Union. The membership was grateful of our efforts and was very happy with the new contract, which had been negotiated. One brother said "the SPFPA had done more for the group in our negotiations than the other Union had done in the 10 years it represented

them under contract". Another brother mentioned that this was the first time he had ever received a copy of the contract. It is wonderful to hear your positive comments for our union and we will not let you down.

With all this activity our office staff has also worked very hard and the Ladies deserve a big thank you from all of us and as we prepare for the Convention their time will be in demand even more.

In June of 2003 my Father passed away. Many of the Locals had heard of Dads passing and had sent flowers, cards and other personal gestures of kindness. I can never express my gratitude sufficiently for these acts of friendship toward my family and me. Many of you are like my family; we share our trials, our successes, our tragedy but most of all support and fellowship for one another. Let us all thank our Father in Heaven for the blessings we have and let us not take them for granted.



Dean Hess, Director Homeland Security

## Homeland Security Report

The 2000 Convention brought about needed changes in our philosophy. It was time to recognize that we have moved from being "night watchmen" to being highly skilled professionals. Thus we became SPFPA.

Through the many changes, President David L. Hickey did not forget the people who brought us to the change.

Everything starts with home and family. The comforts, the caring and the sharing build

the security of our lives. The position of Homeland Security Director was created because we are family (Brothers and Sisters in the best Security Union in the Nation, SPFPA).

I am truly proud to have been appointed to this position, and I look forward to working with President Hickey and our member son behalf of this great union.



Gordon A. Gregory, General Counsel

## Hearsay

by Gordon A. Gregory, General Counsel

The theme of this special issue is "Security is Our Business." Indeed, that is so but it is more.

Security is our heritage, it is our purpose, it is our goal, and it is our dedication. For over 55 years the SPFPA (UPGWA) has improved and advanced the security profession while ensuring the security of its members through effective collective bargaining, contract enforcement, political and legislative action, leadership, and education programs.

It must not be forgotten that our Union is a product of a 1947 amendment to the National Labor Relations Act. When Congress enacted Section 9(b)(3) of the Taft-Hartley Act, it declared federal policy to be that statutory "guards" be represented separately from non-guards by a union that represented guards exclusively and was not affiliated directly or indirectly with a union or federation of unions representing non-guards. We have been true to that mandate.

Security is our **only** business. We do not represent non-security workers such as janitors, building maintenance, health care or nursing homes. Over the years we have cooperated fully with non-guard unions in terms of organizing referrals and respect for established jurisdictions. In turn most unions have respected our jurisdiction. We have always enjoyed a fraternal relation with the AFL-CIO and its affiliated international unions. And but for one notable exception, we continue to do so.

Our statutory jurisdiction includes "guards" irrespective of employer, industry or location. Throughout its history our Union has represented security officers in auto, steel, aerospace, mining, lumbering, defense, military, entertainment, casinos, hospitals, universities, government at all levels and many others. All of our members are statutory "guards" with job titles ranging from guard, security officer, inspector, fire security specialists, and campus police to name a few. We do not and cannot represent non-guard employees. Indeed, it would be contrary to the law, our Constitution and our mission to represent security personnel exclusively.

The rise of the UPGWA/SPFPA as the country's largest exclusive security union did

not occur overnight. It was the consequence of dedicated and hard working men and women in the security profession and able leadership. The pioneers in this Union fought for and gained respect for security officers. Their word was their bond and there was never a challenge to their integrity and dedication. While there was confrontation in the early days it rapidly moved to accommodation and then to cooperation as management realized the importance and effectiveness of our Union. Management began to understand that we represented its sole asset - the security officer - and that the welfare of that officer was essential to the welfare of the business. The goal of our Union was to represent employees with regard to hours, wages, and other terms and conditions of employment, and not simply to organize to raise a membership head count or enhance political clout unrelated to the representation of security professionals.

Then, as now, the leaders of our Union did not subscribe to policy of "organizing from the top down" and forcing recalcitrant employers out-of-business through political or economic pressure. The loss of jobs obviously hurts individual employees more than it does corporate employers.

The UPGWA/SPFPA has subscribed to the resolution of employment disputes through collective bargaining, mediation and arbitration. Where those procedures have failed, our Union has initiated legal action before administrative agencies and the courts.

One would expect no less from a responsible union, and particularly one engaged in representing security professionals.

Above the portal of the National Archives in Washington appears the statement, "The Past Is Prologue." Indeed this is so.

We cannot bask in the glory of past accomplishments. There are both continuing and new challenges to our Union and its members, some of an inter-union nature. Moreover, post 9/11 events have placed a new focus and expectation on private security. A day does not go by where there is not discussion at some level regarding enhanced security, training, education, licensing and terrorism. We are at the very center of this activity.

I have been privileged to represent our Union for many years and to serve each of its Presidents and successive International Executive Boards. It is with great pride that I tell you that our members and leaders today continue in the great tradition of dedication and

effective service.

Our current International President, Brother David L. Hickey, has in his first term demonstrated extraordinary leadership ability and organizational skills. Under his direction the following notable events have taken place.

- Internal Union departments have been created or reorganized.
  - The Organizing Department has a full-time Director and new units have been and are being organized at a high rate.
  - Volunteer and part-time organizers have been trained and placed in the field.
  - Political and legislative activities have been coordinated, and communication with legislators and government officials established.
  - Independent guard unions have affiliated with the SPFPA.
  - Technology has been enhanced through the use of computers for research and communication.
  - Grievance/arbitration screening and processing has been improved.
  - Educational programs through FMCS and others have been offered on a regular basis.
  - Staff services to Local Unions and units have been improved.
  - The quantity and quality of newsletters and other communications to members has been improved.
  - President Hickey developed and founded NAPSCO as a counter-part of the AFL-CIO to serve as a federation of security unions, only.
  - The Union's name was changed, and its constitution and by-laws amended to reflect changing times and circumstances.
  - Labor-management cooperation programs have been developed.
  - Security officer training programs have been initiated.
  - Legal actions have been brought and pursued to protect the rights and job security of our members.
  - Arbitrations have been authorized to enforce contracts, and to correct wrongful discharge or discipline.
- The above list is not exhaustive but demonstrates that the SPFPA under the leadership of President Hickey will not only maintain, but increase its prominence as **the Union** for security professionals. But it will also require the continued work and dedication of each of us. We are the Union and the Union is us, and security is our business.

# How would you decide?

by Scott A. Brooks, SPFPA Attorney

## Test your skills at determining the outcome of an arbitration.

The Grievant was terminated for falsifying Company records. The Grievant was called into work early, to work overtime for an employee who called off. The Grievant's wife, who took the phone call, told him he was to work the dispatch position. In fact, the schedule indicated that the Grievant was to walk a fire watch, while a second employee was to work dispatch. The Grievant worked dispatch, and the second employee walked the fire watch. (Trading of posts is not allowed under the collective bargaining agreement.)

The Employer discovered that the log book, normally filled in by the dispatcher, contained initials that were not the Grievant's next to an entry made during the period the Grievant worked dispatch when he should have been on fire watch. Management believed that the Grievant placed these initials in the log book so that he would not be discovered to have traded posts. Management retained a so-called expert who issued a report that Grievant "could not be eliminated" as being the author of the initials in question. At the hearing, the expert testified that the author "probably" was the Grievant.

The Grievant denied placing the initials in the log book. The Grievant and the other employee involved denied trading posts; both testified (along with numerous other witnesses, including supervisors) that the schedule was confusing and that employees frequently reported to the wrong post.

The Employer terminated the Grievant for falsification of Company records (the log book) and lying about trading posts. The Employer did not discipline the second employee involved, who had also denied trading posts.

### How would you decide?

The Arbitrator rejected the report of the handwriting expert. The Arbitrator expressed some concerns about his qualifications, but stated that most importantly the expert failed to render a conclusive opinion stating that Grievant made the markings. Rather, the expert simply could not eliminate the Grievant as a suspect.

The Arbitrator found that the Employer could not prove that the Grievant made the markings. He also found that the Employer had not proved that the Grievant intentionally traded posts with the other employee, which might suggest that the Grievant was attempting to cover up his action. The Arbitrator left unresolved the issue of who actually placed the initials on the log sheet.

The Arbitrator found that as the Employer failed to prove that the Grievant falsified the document, it did not have just cause to discharge him. The Arbitrator awarded Grievant reinstatement with full back pay. (A.T. & T. Switching System and SPFPA Local 794, Oklahoma City).



Gary Hasenbank,  
Benefits Coordinator

## Membership Benefits

As I write this article, labor is fighting across the country to maintain its' benefits for its members. Several thousand people are walking the picket lines in many States because their medical and retirement plans are in jeopardy or are too expensive. It is a national crisis with no remedies in sight. Medical inflation nationally is in excess of 14%, several times the overall inflation average and certainly exceeds any wage inflation.

Benefits are your families' security. Many of you are not provided a benefit or, if provided, are not affordable. We must be diligent to protect what we have achieved and strive to improve.

Knowledge is power. My mission is to provide you and your leadership with information to negotiate the best possible benefit package. Dollars spent on benefits are well spent, in that they are not taxed. Group plans versus individual plans are typically less expensive, are easier to obtain for preexisting health issues, and provide some clout with the insurance companies as the number of insured lives grows larger. Unfortunately, the insurance companies are businesses who are run by the underwriters whose job it is to make money and avoid risk. Your health is not necessarily their prime objective.

As an ex-Human Resources Executive within the security industry and credentialed insurance consultant, my role is to assist your leadership in obtaining the best possible benefits package. A beginning is the International SPFPA 401(K) announced in this newsletter. I look forward to assisting you in the future.

## "New" SPFPA 401K Benefit Plan

International President David L. Hickey has approved the implementation of the "all new" SPFPA Retirement Plan. This new program gives our members additional

**The SPFPA has decided to begin it's own qualified 401k plan. It has been set up to provide:**

- ◆ Payroll deduction before tax.
- ◆ Lots of fund choices, from conservative to higher risk/higher reward.
- ◆ Education materials for members.
- ◆ On-line or (800) number ability for members to view their accounts and move money.
- ◆ Withdrawal and loan provisions.
- ◆ Protection under Taft-Hartley Labor Department provisions.

Transamerica is the provider chosen because of its size, financial strength, and commitment to member service. Contact your union leadership if you wish to learn more or visit their website at [www.TA-Retirement.com](http://www.TA-Retirement.com).

# SPFPA MAKES

## OVER 100 SPFPA MEMBERS SWORN IN AS S.O.S. ORGANIZERS



In an SPFPA historic event, over 100 SPFPA members were sworn in as S.O.S. Organizers (SPFPA Security Officers - Organizing - Security Officers). These officers have pledged their full commitment and support to build their Union SPFPA, by participating in organizing the hundreds of thousands of unorganized Security Professionals from around the United States under the banner of "America's Union for Security Professionals", International Union, Security, Police and Fire Professionals of America (SPFPA).



*"This newly formed S.O.S. member team is the nucleus foundation needed to strengthen the record-breaking success SPFPA has already accomplished this year by winning over forty (40) NLRB elections adding 5,000 new members into our family" stated SPFPA International President David L. Hickey.*

***"America's Union for Security Professionals"***

For more information on joining our S.O.S. Program,  
contact SPFPA Organizing Director Steve Maritas  
at (800) 228-7492 or cell phone (646) 567-6454

# ORGANIZE!



Steve Maritas, Director  
Organizing

## How to Organize a Union Where You Work

**Interested in organizing a union in your workplace? A union is simply a majority of employees who join together to better their work lives.**

Under the National Labor Relations Act (NLRA) you have the legal right to form a union in your workplace. The NLRA says:

- Section 7: “Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representation of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining . . . “

- Section 7(a): “It shall be an unfair labor practice for an employer . . . to interfere with, restrain, or coerce employees in the exercise of the rights guaranteed in Section 7 . . . “

### Getting Started

To get a union started, the first thing you need to do is talk to your co-workers. Do they share the same concerns you have? Or, do they have other issues? Is there a common theme to these concerns such as lack of respect and dignity; lack of a voice in the workplace; unfair treatment; and/or wages and benefits lower than other people working in the same industry?

### Workers Create Their Own Organization

Our experience tells us that it’s best when workers organize themselves if they are to create a viable organization in their workplace. SPFPA organizers and staff can help, but it is the workers who must join together and build their organization. After talking with your co-workers to find out their issues, you can call SPFPA to talk with our organizing staff. He or she will set up a

meeting with you and some of your co-workers. Together, you will create a plan for organizing a union in your workplace.

### A Typical Organizing Campaign

The campaign will consist of talking with co-workers about the union, asking them to sign a petition of support. When there is a strong majority of support (65% of employees have signed the petition of support), the union will file for an election with the National Labor Relations Board (NLRB). Usually, the NLRB will then meet with the union and the employer to establish the criteria for employees who will be eligible to vote in the union election. The NLRB sets a date for secret ballot election.

### What You Can Do

Under Section 7 of the NLRA, you have the legal right to:

1. Attend meetings to discuss joining a union.
2. Read, distribute, and discuss union literature (as long as you do this in non-work areas during non-work times, such as during breaks or lunch hours).
3. Wear union buttons, t-shirts, stickers, hats, or other items on the job.
4. Sign a card asking your employer to recognize and bargain with the union.
5. Sign petitions or file grievances



related to wages, hours, working conditions and other job issues.

6. Ask other employees to support the union, to sign union cards or petitions, or to file grievances.

### Bargaining a Contract

After the union’s election victory is officially certified by the NLRB, your employer is legally required to negotiate in “good faith” with the union on a written contract covering wages, hours, and other working conditions.

**SPFPA ORGANIZING**  
**(800) 228-7492**



David L. Hickey, International President

# Investing in our future!

## Membership benefits that count!

*The International Union, Security, Police and Fire Professionals of America (SPFPA) is proud to sponsor the SPFPA Scholarship Program. The demand for college-level education has never been greater, nor more financially challenging. I believe that SPFPA members and their family deserve the opportunity for higher education, and as International President, I promise. . . I won't let you down!*

*I received many nice letters from the Scholarship Award winners that I would like to share. Congratulations and best of luck in achieving your goals!*

*By Jennifer M. Jendrejeki*

I am writing to inform you that I have received your scholarship check. I am very honored and thankful.

I will be attending Indiana University of Pennsylvania majoring in Criminology/ Pre-Law.

Thank you again for awarding this scholarship to me.

*By Andrea L. Mracko*

Thank you very much for the generous Affinity Scholarship awarded to me by the Union. I received the check, and it is greatly appreciated. I am now enrolled at Susquehanna University; the scholarship money will certainly provide me with great assistance in furthering my education this year. I feel very honored to have received this award and I would like to thank you again.

*By Ashley Umberger*

Thank you for the generous scholarship. I will apply it toward tuition and books.

I started college on August 26th at St. Norbert's in DePere, Wisconsin (Green Bay Packer Country) and turned 18 on August 27th. This was exciting news to receive on my 18th birthday.

*By Monica M. Kelly*

Thank you for choosing me for this award. I am honored and grateful for the time you dedicate to assisting students such as myself. I will use this scholarship to attend the College of the Holy Cross.

Thank you again.

*By Bridget Kelly*

Thank you very much for choosing me as a recipient of the Affinity Scholarship. I was very excited to receive this award as it will be a great help to me. This money will go towards my spring tuition at Rensselaer Polytechnic Institute, where I am a freshman majoring in aerospace engineering.

Again, thank you for your time and generosity in selecting me as a scholarship recipient. I will do my best to continue to hold to a standard worthy of this scholarship.

*By Colin Mix*

I would like to take this opportunity to thank you for choosing me as a recipient of one of your scholarships. This award will help me and my mother greatly this first year of my college career. I am eager to begin my studies at Monmouth College and work hard. Once again, thank you very much.

*By Dorothy Willis*

Thank you for having your Scholarship Committee review my son's application. Thanks to the Scholarship Committee for selecting Daniel as one of your recipients. Daniel has worked hard to achieve his academic standing and community accomplishment. This award is greatly appreciated.

*By Jill Freeman*

Thank you so much for choosing me as the recipient for your scholarship. The \$1,000 will help me out tremendously with my tuition. Thank you again for your generosity.

*By Edward Paul Keiller*

Thank you all so much for selecting me for this great honor. I feel honored to receive this award and will have already put it to good use. I am attending the Franciscan University this fall and the scholarship came in a very timely as I was running short on time to buy my books for the Fall semester, the total of the books resulting in an amount in excess of \$300.

Thank you and God bless.

*By Joe Sadewasser*

I received the union scholarship letter and check in the mail today. Thank you very much! It's great to see my Father's union giving back to the families that support it. The money will help tremendously to pay for college this semester. Again, thank you very much, I really appreciate it.

*By Stacey R. Zurman*

I would like to personally thank you and the International Union for selecting me as one of the recipients of the SPFPA Affinity Scholarship. I am very grateful and honored to receive this award. The \$1,000 check I received will greatly help me to further my post-secondary education as I begin my freshman year at Point Park University.

Once again, thank you for your time and generosity.

*by Rayman Zurman*

I want to thank you for helping my daughter Stacey be a recipient of a Scholarship. Stacey works very hard in school to achieve her goals. Again, I express my deepest appreciation for helping my daughter.

2003 - 2004

# Scholarship Award Winners

## CONGRATULATIONS!



Andrea Mracko  
Local 502



Ashley Umberger  
Local 557



Daniel Willis  
Local 330



Monica Kelly  
Local 690



Bridget Kelly  
Local 690



Jennifer M. Jendrejeki  
Local 502



Jill Freeman  
Local 542



Joeseph Sadewasser  
Local 218



Edward Paul Keiller  
Local 238



Colin Mix  
Local 238

## 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



Stacey R. Zurman  
Local 502

Sophronia Wright (not pictured)  
Local 330

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

# “One Union - One Voice”



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

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Security, Police and Fire  
Professionals of America (SPFPA)  
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