

## General Manager

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**From:** General Manager [pbarty@peaceofficers.org]  
**Sent:** Tuesday, January 06, 2009 11:17 AM  
**To:** 'General Manager'  
**Subject:** P.O.C. Membership Letter  
**Attachments:** image001.jpg; image002.png; image003.png; ems\_poc\_20090105\_future\_members\_v5.pdf; ems\_poc\_20080105\_membership\_v4\_pbb.pdf; ems\_poc\_20090105\_membership\_application\_v4\_pbb.doc



### PEACE OFFICERS OF CALIFORNIA

Peace Officers of California  
P. O. Box 631  
Sacramento, CA 95812  
Tel (Sacramento): (916) 266 – 6449  
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<http://www.peaceofficers.org>

**To** : All Sworn Peace Officers Eligible to Join a Peace Officer Only Association  
**From** : The General Manager, Paul B. Barty on behalf of the **P.O.C.** President, Bob Orange  
**Subject** : Membership Letter  
**Date** : Tuesday 6<sup>th</sup> January 2009

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Dear Future Members,

Many of you have been asking – when can I get out of CAUSE / CSLEA and become an official member of **P.O.C.**? Fortunately, the answer is NOW!!

We are happy to announce that we are now offering full **P.O.C. memberships** for **\$30**-per month and associate memberships for **\$25**. This price includes Legal Defense through the Law Offices of Lackie, Dammeier and McGill ([www.policeattorney.com](http://www.policeattorney.com)) and is identical to the PORAC plan which is being offered at the same identical price, as well as the ability to sign up for Long-Term Care through the National Police and Firefighters Benefit Association for an additional **\$35** per month – and all for less than CAUSE / CSLEA charges you now!! Select Long-Term Disability is also available for an additional **\$19.75**-per month. What you need to decide is what option is right for you?

In order to make that decision it is important to realize that there are three different types of CAUSE / CSLEA membership available to you – and please remember, that no matter what membership you assume, CAUSE / CSLEA is legally required to provide you all with labor services related to enforcing the contract (known as the MOU or Memorandum of Understanding). The three membership types are:

1. **Full Member** - A full CAUSE / CSLEA member typically pays about \$77.37-per month in dues (as in the case of a Warden) and the union then provides you with Legal Defense and gives a portion of your dues to your affiliate – unless, of course, you have been placed in trusteeship (in which case

they pretty much just pocket your money). They also give you the ability to contract with CLEA for short-term disability. CAUSE / CSLEA is required to enforce the employer/employee contract (MOU);

2. **Fair Share Member** - A fair share fee member pays about \$65.37-per month (as in the case of a warden) to CAUSE / CSLEA, the main difference being that the union stops collecting your affiliate dues and takes away your Legal Defense coverage along with your ability to sign up with CLEA - punishment to discourage members from leaving! CAUSE / CSLEA is required to enforce the employer/employee contract (MOU);
3. **Fair Share Objector** - A fair share fee objector pays about \$33-per month to CAUSE / CSLEA and effectively receives the same benefits as that of being a “fair share member” as outlined above. CAUSE / CSLEA is required to enforce the employer/employee contract (MOU).

“Fair share objectors” may simply [JOIN P.O.C.](#) now for a net savings of over \$10-per month over CAUSE / CSLEA. However, if you are a “full member” of CAUSE / CSLEA or a “fair share member” you may wish to make sure you stop paying for CAUSE / CSLEA services before you start paying for services through [P.O.C.](#)

If you are currently a “fair share member” now is your opportunity to become a “fair share objector,” bringing your CAUSE / CSLEA dues down to about \$33-per month! In the last week or so you should have received something in the mail that talks about dues [\(which should look something like this\)](#). You must act within 30-days of the notice, though there is no apparent date stamp on the letter – so time is of the essence! Simply fill out [this letter](#) and mail a copy to CAUSE, or, better still, fax or e-mail it to us and we will serve it in person on your behalf so then you can [JOIN P.O.C.](#)

As noted above (under the three membership types), if you are a full member there are two ways for you to get out of CAUSE / CSLEA: “Fair share member” as opposed to a “fair share objector.” What’s the real difference?

Normally, when a union has a contract, the union is required to allow members to become a “fair share member” for a one-month period during at least one part of the year, and the same is true for becoming a “fair share objector.” So, CAUSE / CSLEA’s normal window for becoming a “fair share member” is mid-summer, with the opportunity to convert to an objector being in January of each year. Your two ways to get out of CAUSE / CSLEA are:

1. You can send CAUSE / CSLEA a notice ([like this one](#)), in accordance with [the Fry decision](#), that you resign your membership immediately and wish to become a fair share fee objector immediately. This last method is currently unproven with CAUSE / CSLEA, but we have a test case up in front of PERB now. In the event that PERB rules with [P.O.C.](#) you will be out of the union; in the event PERB rules against us – you can still choose to openly endorse [P.O.C.](#) and get kicked out;
2. You can get kicked out of CAUSE / CSLEA by openly endorsing [P.O.C.](#) CAUSE / CSLEA has kicked out every official member of [P.O.C.](#) (they have even kicked out some people we have not even heard of or associated with!!), automatically reducing their own union membership and dues to the \$33 per month ‘objector’ rate. If you wish to do that, then please send us a P.O.C endorsement letter, [like this one](#), or make one up of your own and simply send a copy for us to post on our webpage. Then, all you have to do is let CAUSE / CSLEA take its course, and as soon as they revoke your membership you can [JOIN P.O.C.](#) and start saving money.

As you can see on the [P.O.C. website](#), CAUSE / CSLEA has threatened various officers with exorbitant fines, but ultimately resorted to ‘expelling’ ‘offenders – that is because they really have no authority to do so ([see PERB](#)), but feel the need to try to [intimidate](#) dissenters - just business as usual at CAUSE / CSLEA.

In conclusion, all [P.O.C.](#) Members are eligible for CLEA Long-Term Disability. However, if you resign your position with CAUSE / CSLEA you will NOT be able to receive Short-Term disability through CLEA due to a contractual agreement they have with CAUSE / CSLEA. On the other hand, if you get kicked out you are entitled to both disability policies.

[Please visit our website and check out our different memberships and make sure to pass along the information to your friends, co-workers, and supervisors who can also benefit.](#)

Yours Sincerely,

Bob Orange  
President  
Peace Officers of California

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## **[P.O.C. Membership & Optional Benefit Application Information](#)**

Please be advised that we at [P.O.C.](#) would like to make sure that you spend your money as effectively as possible and to that end, we ask that you review your options to reduce your CAUSE / CSLEA dues as much as possible by reading the “Maximizing Your Dues,” which is required reading if you wish to join [P.O.C.](#)

In addition, we would like to let you know that these prices are guaranteed to members through the outcome of the PERB Severance petition. After obtaining a successful severance, election dues will be increased, but will still remain less than what CAUSE / CSLEA charges you now, by at least \$10. We estimate member dues to be approximately \$50-60 in order to cover labor negotiations, contract enforcement expenditures as well as continued Legal Defense coverage. Optional benefits, such as CLEA, can be found beneath the Membership descriptions given below or on our [web-site](#). Thank you for your consideration.

### **[Memberships](#)**

- Full**            A **FULL** member is a peace officer, as defined by 830 PC, employed within the State of California and represented by BU7, or a retired annuitant. Dues shall be **\$30.00 per month**, including LDF, or as amended by the [P.O.C.](#) Board of Directors.
  
- Associate**    An **Associate** member is a peace officer in any class noted above NOT represented by BU7. An Associate member shall pay dues as established by [P.O.C.](#) but shall have no vote regarding either contract negotiations or [P.O.C.](#) management. Associate members may receive select benefits established by [P.O.C.](#) so long as they maintain a “good member” status. Dues shall be **\$25.00 per month** or as amended by the [P.O.C.](#) Board of Directors.
  
- Retired**        Any **retired** peace officer may join [P.O.C.](#) and be eligible for Limited Benefits such as group insurance and

other discounts approved by the **P.O.C.** Board of Directors. Retired members shall pay **\$10.00 per month**, or as amended by the **P.O.C.** Board of Directors. Retired members shall have no voting rights.

**Honorary** An **Honorary** member shall show a particular interest in promoting the objectives of the Association. The **P.O.C.** Board of Directors shall select honorary members. Honorary members shall not vote, pay dues, nor receive benefits.

**Corporate** **Corporate** members are those companies which affiliate themselves with **P.O.C.** and who agree to pay a corporate rate, determined by the **P.O.C.** Board of Directors. Corporate members shall have no vote nor receive benefits except Corporate Members may advertise and link their company on the **P.O.C.** web site. Corporate members shall benefit from their corporate status as seen fit by the **P.O.C.** Board of Directors.

[JOIN NOW \(application form\)](#)

by completing the above application form and either e-mail to:

[MFalcione@peaceofficers.org](mailto:MFalcione@peaceofficers.org)

or Fax to:

**(916) 266 – 6456**

**or (916) 471 – 0367**

# Optional Benefits

**P.O.C.** has contracted for Legal Defense Coverage with the Law Offices of Lackie, Dammeier and McGill ([www.policeattorney.com](http://www.policeattorney.com)). This legal coverage is identical to the PORAC Plan and offered to you at the identical price. This LDF coverage is provided as part of your Full Membership in Peace Officers of California (\$30.00 per month).

## "Disability and Life Insurance Plans"

**P.O.C.** proudly offers Long Term Care coverage through the National Peace Officers and Fire Fighters Benefit Association at \$35.00 per month in addition to your P.O.C. Dues.

As a **P.O.C.** Member, you are also eligible for discounted Group Rates on Life Insurance.

At this time, **P.O.C.** is also able to provide select Long Term Disability coverage at \$19.75 per month in addition to your **P.O.C.** dues.

Please contact **P.O.C.** Interim Director Mark Falcione at:

[MFalcione@peaceofficers.org](mailto:MFalcione@peaceofficers.org)

to apply for the above-listed benefit plans. Mark will be happy to provide further details and answer your questions regarding these benefits.

Contact us:

Tel (Fresno):	(559) 495 – 9259
Tel (Los Angeles):	(310) 751 – 0957
Tel (Sacramento):	(916) 266 – 6449
Tel (San Diego):	(619) 757 – 1110
Tel (San Francisco):	(415) 962 – 1499

Membership questions: x 222 (Victor)

LDF and Benefit questions: x 333 (Mark)

**JOIN** today. We can do it – the **FACTS** are on our side!

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## **P.O.C. Membership & Optional Benefit Application Information**

### **Required Member Information**

Today's date:

Applying for:

Full Member \_\_\_\_\_ Associate Member \_\_\_\_\_ Retired Member \_\_\_\_\_ Honorary Member \_\_\_\_\_

CLEA Long-Term Disability \_\_\_\_\_

CLEA Short-Term Disability \_\_\_\_\_

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Identification # (for internal use):

Full Legal Name:

Date of Birth:

Last 4 numbers of social security: XXX-XX- \_\_\_\_\_

Mailing Address:

Employing Agency:

Agency Address:

Title:

Home Phone: (optional)

Work Phone:

Cell Phone:

Work E-Mail:

Personal E-Mail:

May P.O.C. contact you via e-mail? Yes \_\_\_\_\_ No \_\_\_\_\_

Would you like a **FREE** POC e-mail address? Yes \_\_\_\_\_ No \_\_\_\_\_

Generally, unless there is a duplicate, you will be given an e-mail address in the form of first initial, last name, as in the case of [pbarty@peaceofficers.org](mailto:pbarty@peaceofficers.org)

### **Affiliate Association**

Name of Affiliate:

Are you a Member?

## Instructions

Please either e-mail to:  
[MFalcione@peaceofficers.org](mailto:MFalcione@peaceofficers.org)  
or Fax to:  
(916) 266 – 6456

or (916) 471 – 0367

Please include your cheque made out to “Peace Officers of California” and mail to:

P. O. Box 631

Sacramento, CA 95812

For Full Members this will be **\$30.00 per month** (including LDF)  
For Associate Members this will be **\$25.00 per month** (including LDF)  
For Retired Members this will be **\$10.00 per month**

Long Term Care Coverage is available at **\$35.00 per month** (in addition to Membership Dues)

In certain cases Long Term Disability coverage may be available at **\$19.75 per month** (in addition to Membership Dues)  
(Please check with [MFalcione@peaceofficers.org](mailto:MFalcione@peaceofficers.org) or call any P.O.C. number and go to extension 333)

Prices may be amended by the **P.O.C.** Board of Directors from time to time.

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### CONFIDENTIALITY NOTICE:

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General Manager

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