

General Manager

From: President [president@peaceofficers.org]
Sent: Monday, November 23, 2009 2:48 PM
To: 'swornofficers@peaceofficers.org'
Cc: 'all@peaceofficers.org'
Subject: Severance Update and Pending PERB Decision
Attachments: image001.jpg; image002.png; image003.png; ems_poc_20091123_UpdateSeverancePERBdecision.pdf; image004.png



PEACE OFFICERS OF CALIFORNIA e - MEMO

To : All Sworn Peace Officers eligible to form their own Peace Officer Only Bargaining Unit (BU 22)
From : [P.O.C.](#) President Chris Lewis
Subject : **Severance Update and Pending PERB Decision**
Date : Monday 23rd November 2009

Dear BU7 Peace Officers,

As of the time of this e-mail release, the Public Employment Relations Board (PERB) has not issued a severance decision. If you are receiving a copy of the e-mail first hand you will also receive a follow-up e-mail regarding any decision as soon as we have one. If you wish to be added to our e-mail list please let us know by 'clicking' here: info@peaceofficers.org or by cutting and pasting this e-mail address into your preferred e-mail service.

We have been in contact with PERB and have been advised that a decision is "immanent." Obviously, since PERB have also been subjected to furloughs and are dealing with a deluge of complaints against the State, all-administrative processes have slowed, including our obtaining a ruling. We appreciate that everyone is as anxious as we are for a decision, but we are all familiar with State timeframes!

We believe that if PERB were going to deny our severance petition, as CSLEA has argued, it would have taken very little time to issue a rejection notice, so we view the delay as a compelling sign that the administrative law judge is taking care to draft an appeal proof decision in our favor.

CSLEA will have about 3-weeks to appeal a decision, or, if not, we could have an election in as little as 30-days provided the union does not object. Continued foot-dragging by CSLEA will increasingly have a negative impact on our ability to leverage the Schwarzenegger Administration for a contract as his time in office becomes shorter.

You can expect to be bombarded by CSLEA propaganda, employees, and contractors praising CSLEA (using our dues money in the process) and making a host of fresh promises should the severance be approved. Please treat everyone with respect . . . in most instances they don't even know that what they have been told is false or misleading. CSLEA has always had a serious issue with making verbal charges and promises without putting things in writing, so do the obvious and please ask them to put it all in writing for everyone to see, so their statements can be made public.

We think you should judge CSLEA and President Barcelona on the last 15-years.

At this point, P.O.C. has not had the resources to force the union to provide detailed financial records on the roughly \$6-million in dues they collect annually. As soon as an election is called we will request the peace officer board members of CSLEA to place their affiliate monies in escrow until such time that the PERB election results are final, so CSLEA cannot attempt to seize their money. Furthermore, P.O.C. will request that all CSLEA board members make financial statements available for their affiliate member's review. This includes [Ricardo Sanchez](#), the affiliate board member for all members who have been placed in trusteeship.

The non-sworn board members of BU7 should also think very carefully about what kind of relationship they want with the new union. If they think delaying an election to pocket your dues money is wise, they should think again. If they want to stand by a failed leader bunkered in his newly renovated office (that cost us all \$500k) is wise, they may want to reconsider. If they think we have no recourse, they are wrong.



Peace Officers of California
P. O. Box 631
Sacramento, CA 95812

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

Chris Lewis
President

Conference #: (866) 613 - 7708
Fax: (916) 266 - 6456

info@peaceofficers.org
<http://www.peaceofficers.org>

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