



CALIFORNIA STATEWIDE LAW ENFORCEMENT ASSOCIATION

THE VOICE OF LAW ENFORCEMENT, PUBLIC SAFETY & CONSUMER PROTECTION

AFFILIATES

Association of Conservation Employees

Association of Criminalists-DOJ

Association of Deputy Commissioners

Association of Motor Carrier Operations Specialists

Association of Motor Vehicle Investigators of California

Association of Special Agents-DOJ

California Association of Criminal Investigators

California Association of Food & Drug Investigators

California Association of Fraud Investigators

California Association of Regulatory Investigators and Inspectors

California Association of State Investigators

California Fish & Game Wardens Association

California Organization of Licensing Registration Examiners

CHP-Public Safety Dispatchers Association

Fire Marshal's & Emergency Services Association

Hospital Police Association of California

State Employed Fire Fighters Association

State Park Peace Officers Association of California

October 16, 2008

VIA REGULAR AND CERTIFIED MAIL

Frank Barnes



Re: Notice of Intent to Take Disciplinary Action

Dear Mr. Barnes:

Please be advised pursuant to Article XX of the Constitution of the California Statewide Law Enforcement Association (CSLEA) and Article X of the Standing Rules to the CSLEA Constitution, the following charges have been filed with the CSLEA Disciplinary Hearing Committee for consideration of imposition of penalties for acts in contravention to the CSLEA Constitution and Standing Rules. The charges are based on the following:

In approximately September 2007, an organization known as the Peace Officers of California (POC) initiated a campaign to sever the peace officer members of Bargaining Unit 7 who are currently represented by CSLEA. On or about October 4, 2007, the CSLEA Board of Directors expressed in writing CSLEA's opposition to the severance and determined it would diminish the bargaining strength of CSLEA on behalf of Unit 7 peace officers and non-peace officers.

On June 27, 2008, you attended a meeting at Coalinga State Hospital with CSLEA/HPAC members and identified your support for the POC severance campaign. On October 14, 2008, you authored an e-mail challenging CSLEA's opposition to the severance campaign.

Your acts in furtherance of the severance are deemed to violate Article XX, Section 2(e) of the CSLEA Constitution which prohibits: "Any activity which assists or is intended to assist a competing organization within the jurisdiction of CSLEA."

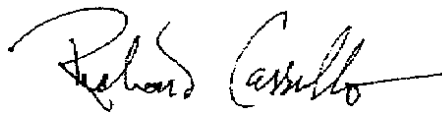
Mr. Barnes
October 16, 2008
Page 2

Pursuant to Article X of the Standing Rules to the CSLEA Constitution, the CSLEA Disciplinary Hearing Committee is authorized to conduct a hearing on the above charges and to determine whether to impose the following penalties: a formal reprimand, full or partial restitution, a fine of not less than \$1,000 or more than \$4,000 for each occurrence, censure, removal from office, suspension from membership for a defined period, or expulsion. A copy of the relevant provisions of the Constitution and Standing Rules are enclosed.

Should you desire to appear before the CSLEA Disciplinary Hearing Committee, you must file a request in writing to be received by CSLEA no later than the close of business on Friday, October 31, 2008. Please address any such request to the attention of CSLEA President Alan Barcelona, 2029 H Street, Sacramento, CA 95811; fax (916) 447-1583. If you elect to appear before the Committee you will receive written notification of the hearing which will occur no earlier than thirty (30) days nor later than ninety (90) days from your receipt of these charges. You may also submit a written answer to the charge.

Should you fail to exercise your right to a hearing or submit a written answer to the charge, the Committee will act on the information that is presented against you and you will be notified of any action taken by the Committee.

Sincerely,



Richard Carrillo
CSLEA Sr. Vice-President
Unit A Vice-President
AMVIC President
Chair, CSLEA Disciplinary Hearing Committee

RC/se
Enclosure

cc: Severance Discipline File
Disciplinary Hearing Committee