

The Security Professionals Magazine

Volume I, Issue I

SECURITY PROFESSIONALS GAIN POWER & RESPECT!

Nine of the most prominent Security Unions in the nation have joined together to form the largest and strongest security union in history.



- International Union, Security, Police and Fire Professionals of America (SPFPA)
- American Federation of Security Officers (AFSO)
- New England Security Officers Association (NESOA)
- Arizona Armored Car Association
- Raytheon Guard Association
- United States Court Security Officers (USCSO)
- Federation of Police, Security and Correction Officers (FOPSCO)
- Greenbrier Security Union
- Independent Security Police Union (ISPU)



SPFPA Secretary-Treasurer Dennis Eck swears in ASFSO Officer Dan Payne after another successful merger and create new "SPFPA West Coast Office"!



SPFPA President David L. Hickey and USCSO President Tom Massone, Dennis Eck, and Dan Hauschild make the right move for United States Court Security!



SPFPA President David L. Hickey, and Howard E. Johannssen President of FOPSCO sign union merger agreement and open new "SPFPA East Coast Office"!



Thumbs up to successful merger! SPFPA President David L. Hickey and ISPU President Jesse Allen share the vision of "One Union - One Voice"!

Our goal is to strengthen and protect security professionals and their families and are 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.



"Security Professionals Nationwide Support SPFPA!"

A message from the International President



*David L. Hickey
International President, SPFPA*

In June, 1947, Congress passed the Taft-Hartley Act, Section 9(b)(3) of this law made it illegal for security guards to belong to a labor organization that admitted employees other than guards.

In 1948, the UAW voted to endorse and support the security employees in their fight for their own union. Through persistence and determination, obstacles were eventually overcome and in February 1948, a new union was chartered. The birth of the first union to represent security, police professionals exclusively was a victory. Today SPFPA has grown to be the largest and fastest growing union of security professionals in the nation, helping officers achieve the wages, benefits and respect you truly deserve.

Everyday, over 27,000 SPFPA security professionals provide security in a host of industries, such as the Department of Defense/NASA, Aerospace, U.S... Department of Energy, U.S. Federal Courts, nuclear facilities, prisons, detention centers, correctional facilities, armored car, casinos, arts and entertainment, universities, hospitals, airports, public utilities, seaports, automotive, casinos and industry. Over the last four years over 10,000 Security professionals have joined the SPFPA establishing record numbers to win higher wages, better benefits, increased job security and a true voice in their workplace.

As an organization SPFPA has been successful in uniting seven of the most prominent security unions in the nation under one umbrella. Creating "One Union, One Strong Voice" and the largest and strongest security, police union in history, SPFPA. SPFPA is also credited with the establishment of the National Alliance Police, Security and Corrections Organization (NAPSCO). By establishing NAPSCO our members now enjoy the benefits of increased political power in Washington D.C. Presently NAPSCO in conjunction with SPFPA has been working with many Senators and congressmen who sit on Homeland Security committees, to establish much needed funding and a national training standard bill for security professionals nationwide. SPFPA is also working with Senator Levin and Dayton to establish a bill prohibiting the reduction of wages and benefits of all security professionals working on a Federal contract under the Service Contract Act when a new employer assumes these contracts.

In conclusion the success SPFPA has achieved over the last 56 years cannot be disputed. We as a strong organization will continue to fight for the rights of all security professionals, and with your support...we will succeed!.

Security Professionals Nationwide are joining SPFPA in record numbers

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. SPPFA is proud of the service they provide to our nation.

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, better training, and less turnover, giving the front line security officer a sense of pride, motivation and awareness** in protecting our great 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 remains the leader of choice among security professionals looking to unionize.

Nine of the most prominent security unions in the country have merged to become part of the SPPFA, joining together to form the **largest and strongest** security union in history. The vision “One Union, One Strong Voice” continues to protect security professionals and their families to gain the wages, benefits, and dignity they most certainly deserve!



**SPFPA cares
about your
future!**



Organizing new members is at an all-time high. Campaigns are currently underway in California, New York, Washington, Kentucky, Detroit, District of Columbia, Florida, Georgia, Hawaii and many other states adding the potential of thousands of new members to the SPFPA family.

**Give us a call and
learn how we can make
improvements in your
future!**



Call us today!

(800) 228-7492

**Visit our website
www.SPFPA.org**

What is a Union?



Does the law protect workers joining unions? **Yes!**

Under the law, employers are not allowed to discriminate against or terminate workers for choosing to join a union. For example, it's illegal for employers to threaten to shut down their business or to fire employees or take away existing benefits or wages for forming a union. The NLRB has protections under Section 7 to protect your rights once a petition is filed.

How can SPFPA help security professionals obtain a voice on the job?

Through unionization, SPFPA has proven that security professionals can win better wages, benefits, respect and a voice in their future.

SPFPA continues to be at the forefront of the fight for all security professionals by raising the industry standards through better training, higher wages, benefits, and improved safety and health protections.

The SPFPA has represented security professionals exclusively for over 55 years.

What is a union?

A union is a group of workers who form together to gain:

- ◆ Respect on the job,
- ◆ Better wages and benefits,
- ◆ More flexibility for work and family needs,
- ◆ A counterbalance to the unchecked power of employers, and
- ◆ A voice in improving the quality of their products and services.

How can security professionals form a union with SPFPA?

When security professionals decide they want to come together to improve their jobs, they work step-by-step with SPFPA organizing staff to help them form their own local union and/or become part of a larger existing local. Once a majority of the security professionals show they want a union by signing an SPFPA membership card, SPFPA will immediately file an election with the federal government (NLRB) to hold an election to vote for union representation.

As an SPFPA member you gain...

- ⇒ Strong representation
- ⇒ Solid financial base
- ⇒ Expert Contract Negotiators
- ⇒ Full-time officers and staff
- ⇒ Prominent labor law
- ⇒ Training Programs
- ⇒ Scholarship Program
- ⇒ Political Action Program

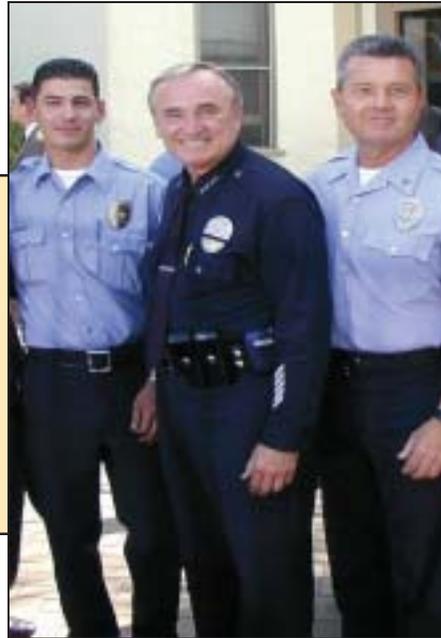
You have the legal right to form a union in your workplace

A Union is a group of officers who form an organization to improve their livelihood.



Organize!
You deserve it!

*Join the SPFPA
and gain respect
and a high quality
standard of living!*



**SPFPA has improved
our lives!**

*We provide service and protection every day, now
the SPFPA is here to protect me and my family.*

Joining SPFPA is the right move!



SPFPA

making a difference for Security Professionals

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

A union is simply a majority of employees who join together to better their work lives.

Call (800) 228-7492 Today!

Union Rights by the NLRB

The United States Government, through the National Labor Relations Act, gives you the absolute right to:

- help form or join a union.
- bargain over wages, working conditions and fringe benefits with your employer.
- have small group meetings at lunchtime or break time as long as you are not creating a disturbance or blocking movement of others.
- talk about the union on your own time.
- distribute literature in non-work areas.
- wear union insignia.
- solicit other employees for union membership, both on lunch or break time even on company property.

These RIGHTS are PROTECTED by the Federal Government; an employer may not discriminate against you for exercising these rights.

SPFPA is specialized exclusively in representing Security Professionals for over 55 years!

“Weingarten Rights” Offer Protections to SPFPA Members

Under Federal and State Law, you have the right to Union representation when you are called in for disciplinary interview. To get Union representation, however, you must have a reasonable belief that you will be disciplined as a result of the interview, and you must request that a Union Representative be present. You are also entitled to know what the meeting is about, and you are entitled to consult with your Union Representative before the meeting begins.



If you are called in for such an interview, read the statement:

“I have reason to believe that this investigatory interview may lead to disciplinary action against me; therefore, in accordance with my rights under Federal and State Statutes, I respectfully request that this interview not begin until (1) my Union Representative is present, (2) I am advised of the subject and purpose of the interview, and (3) I have had opportunity to consult with my Union Representative.”

SPFPA members are informed of their legal rights. Each SPFPA member is given their own “Weingarten Rights” card, along with their “membership” card.



**SPFPA
stands for:**

- Professionalism
- Leadership
- Respect
- Dignity
- A Voice
- Honesty
- Brotherhood & Sisterhood
- Solidarity
- 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

“One Union - One Voice”



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

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Security, Police and Fire
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***Proud of
the
service
we
provide!***

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

“America’s Union for Security Professionals!”