



## **The Fraternal Order of Police Represents Civilians Nationwide**

The DPS Labor Council represents DPS civilian employees. Don't let anyone tell you differently. The Fraternal Order of Police represents civilians nationwide and has for many many years. To illustrate that point, George Hachigian from the Florida State F.O.P. Lodge recently sent the letter below "To All the Employees of the Arizona Department of Public Safety." Rely on knowledgeable informed sources when you make your important decision of a labor union to represent your interests at the Department of Public Safety.



### **Fraternal Order of Police FLORIDA STATE LODGE**

August 9, 2005

TO ALL THE EMPLOYEES OF THE ARIZONA DEPARTMENT OF PUBLIC SAFETY

I would like to congratulate all of you for obtaining your "Meet and Confer" law.

Over the last year I have been consulting with the Arizona Fraternal Order of Police members who are employed at Arizona Department of Public Safety. Whereby, the members of Fraternal Order of Police Lodge 32 formed the "DPS Labor Council" to represent both sworn and civilian employees.

I am the Senior Staff Representative for the Florida State Lodge Fraternal Order of Police Labor Council. Florida is known as a "Right to Work State" just like Arizona. The Fraternal Order of Police does in fact represent sworn and civilian employees. In Florida, the Fraternal Order of Police Labor Council represents sworn and civilians equally. We treat everyone the same, sworn and civilians both have an equal voice in all matters that concern and cover them as it relates to a collective bargaining agreement and any type of representation.

Recently, Ft. Collins, Colorado Lodge of the Fraternal Order of Police received collective bargaining rights. They are in the process, as we speak, of negotiating their first collective bargaining agreement, which will cover sworn and civilian employees of the Ft. Collins Police Department just like what is occurring in Arizona.

The Fraternal Order of Police has over 330,000 members nationwide. All of you have a great opportunity to be represented by the best law enforcement union in this nation. I would encourage all of you to vote for the "FOP" where everyone is represented equally.

Should any of you have any questions or concerns, I can be reached at the below numbers.

Good luck,

*George F. Hachigian*

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## **DPS Labor Council Represents DPS Civilians**

Just as the National F.O.P. has represented civilians nationwide, the F.O.P. Grand Canyon State Lodge 32 has and will continue to represent the interests of DPS civilian employees. Lodge 32 President Lynn Ideus clears up some misconceptions in the letter below. Arm yourself with the truth; be an informed voter.

**Fraternal Order of Police  
Grand Canyon State Lodge 32  
P.O. Box 1310  
Phoenix, Arizona 85001**

**Lynn Ideus  
President**

**Coe Mitchell  
Secretary**

As President of Fraternal Order of Police Grand Canyon State Lodge #32, it is my stated belief that the campaign leading to the election for Meet and Confer representation should be conducted in a manner that would show the F.O.P. to be an employee representative organization that conducts themselves in a fair manner. Due to a large amount of misinformation distributed to employees of the Department of Public Safety, I find it necessary to provide accurate facts on a number of items.

First and foremost, information purportedly spread by the AHPA that the F.O.P. cannot represent civilians is false. The F.O.P. can and has represented civilians on numerous occasions. Although the F.O.P. is normally thought of as a sworn representative group, it has a civilian arm, the FOPA. The Fraternal Order of Police Associate Lodge #32, a part of Fraternal Order of Police Grand Canyon State Lodge #32, enjoys all of the benefits of the mother Lodge.

In addition it has been stated by a number of AHPA representatives that should a civilian employee receive information from the FOP, they should just throw it away. It is unfortunate that they believe that these types of tactics need to be used. The employees of the Department of Public Safety should be provided with true and correct information from all employee organizations. Employees should then vote for the organization they believe has the best history of employee representation and will, thusly, best represent them honestly and ethically.

False information that the civilians are not able to vote at F.O.P. meetings needs some clarification. As is true with F.O.P. members, each FOPA member, not just the representatives, has a voice and vote during each and every meeting. Civilian members truly run the FOPA Lodge, with their own duly elected executive board, without any interference by the sworn members. During meetings of Lodge #32, a representative of FOPA attends and provides a report of business conducted. The full weight of the F.O.P. then assists FOPA with the needs of their membership.

To view additional information please visit [www.DPSLaborCouncil.com](http://www.DPSLaborCouncil.com).

Fraternally,  
Lynn Ideus, President  
Grand Canyon State Lodge #32  
Fraternal Order of Police