



INTERNATIONAL UNION OF POLICE ASSOCIATIONS

THE ONLY UNION FOR LAW ENFORCEMENT OFFICERS

SAM A. CABRAL
International President

MICHAEL V. CRIVELLO
International Secretary-Treasurer

June 21, 2022

The Honorable Tim Scott
United States Senate
104 Hart Senate Office Building
Washington, D.C. 20510

Dear Senator Scott:

The International Union of Police Associations is opposed to your recent legislation, **S. 3889, "The Employee Rights Act"**. This bill would have a negative impact on law enforcement officers. Allow me to explain.

Law enforcement officers are generally represented by an association, lodge, or union. They must vote to join such an organization, who then collectively bargain for their members, but also represent them in administrative discipline matters AND provide legal representation should the officer be involved in a critical incident that could result in legal or civil ramifications.

In our locals, that legal protection comes only with membership and is provided without co-pay or cap. It is invaluable in protecting the officer's freedom and their homes and families. It is lost if their membership lapses. Officers can leave our locals whenever they choose. They are never required to belong if they choose not to.

Couple the requirement to hold an election at the expiration of any collective bargaining agreement with the fact that these officers work long hours, mandated overtime, and have court appearances. You can understand that much of their time at home is spent sleeping or preparing for their next shift. Ballots sent to them might not be answered in a timely manner. Voting in person requires time they do not have. All of these factors could result in them losing their bargaining unit and also their legal protections. Frankly, it is a burden and a solution to a problem that does not exist – not for cops.

While public employees do not fall under the National Labor Relations Board, the Public Employees Relations Commission frequently adopts rules in alignment with the NLRB. We would not oppose this bill should there be an amendment exempting police bargaining agents, but until that time, we cannot support it.

I thank you in advance for any consideration you might give our request.

Very Respectfully,

A handwritten signature in blue ink that reads "Sam A. Cabral". The signature is written in a cursive style with a large, stylized "S" and "C".

Sam A. Cabral
International President