



# INTERNATIONAL UNION OF POLICE ASSOCIATIONS

THE ONLY UNION FOR LAW ENFORCEMENT OFFICERS

SAM A. CABRAL  
*International President*

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The Honorable Mazie Hirono  
United States Senate  
109 Hart Senate Office Building  
Washington, D.C. 20510

Dear Senator Hirono:

On behalf of the International Union of Police Associations, (I.U.P.A.) I am pleased to announce our support of your thoughtful and timely legislation, the **“Public Service Freedom to Negotiate Act”**.

The International Union of Police Associations, AFL-CIO, represents rank and file, active-duty law enforcement professionals across this great nation, including the U.S. territories of Puerto Rico and the Virgin Islands.

This bill is critically important to the men and women who protect the public’s safety. Far too many police officers are killed in the line of duty every year. They certainly have the right to be heard by their employers in their own communities or states in matters of wages, hours, and working conditions. This bill prohibits strikes. It simply provides a format for communication between the public safety officers and their employers. It would seem this communication is absolutely critical, especially in today’s environment of increased violent crime and difficulty recruiting and retaining police officers.

The I.U.P.A. believes that the rank-and-file officers, police administrators, and the public they serve would benefit by a team approach to police pay and benefits. The delivery of service and community protections is never negotiable. We do believe that the compensation for those services our members provide should be the subject of sober and meaningful deliberation. We also believe that employers should seek the input of

the rank-and-file officers concerning matters of working conditions, hours and the process agreed upon for discipline.

We look forward to working with you and your staff to see this critical legislation move forward.

Very Respectfully,



Sam A. Cabral  
International President