



NEW ENGLAND POLICE BENEVOLENT ASSOCIATION, INC.

CORPORATE HEADQUARTERS

NEPBA Building - 7 Technology Drive, Suite 200

Chelmsford, Massachusetts 01863

www.nepba.org



"Representing New England's Finest"

Established December 5, 2005

President

Christopher S. Ryan

Secretary-Treasurer

Francis J. Goode, Jr.

Executive Vice-Presidents

Deborah A. Batista, Esq.

Thomas G. Daly

Christopher R. Hoar

Sean R. McArdle

Ronald S. Scaccia

Daniel B. Shea

May 28, 2021

FACT V. FICTION

Executive Director

Gerald J. Flynn, Jr.

Executive Secretary

William Ryan

Recording Secretary

Stephen J. Arnold, Sr.

Sergeant-at-Arms

Daniel J. Gilbert

Your current labor organization (AFSCME) has attempted to justify its anti-law enforcement rhetoric, by false claims and innuendo regarding the New England Police Benevolent Association, Inc. (NEPBA) and our successful legal representation and effective legislation. As the "fastest growing" All-Exclusive Law Enforcement Labor Organization in New England, the NEPBA continuously works to improve wages, legislation, and to assure our law enforcement members are properly protected, and their families are financially secure.

In fact, we wrote, supported, and lobbied for passage of "Michael's Law", which passed the NH legislature and was signed into law by the Governor on July 3, 2007. The law was named after slain Manchester, NH Police Officer Michael Briggs and it provides a \$100,000 death benefit for all public safety officers and 1st Responders killed in the line of duty.

We do NOT represent janitors, healthcare workers, truck drivers, unskilled labor workers, or any other Federal, State, City, or Municipal employee or any person(s) who are not members of the law enforcement community or its support staff. Let's be clear that NEPBA believes that ALL employees should be represented but NEPBA only represents law enforcement and support staff.

As a member of the NEPBA Health & Welfare Trust, you will receive a \$10,000 Dollar Death Benefit for any on or off duty incident - which takes the life of an NEPBA member. As a member of the National Law Enforcement Officer's Legal Defense Fund, Inc. you and your family will be protected and your legal costs will be absorbed and vigorously defended by our stellar legal staff and our numerous law firms.

While your elected president of AFSCME Local 2409 has vigorously attempted to defend, coerce, and justify his position as a paid employee of AFSCME with bogus numbers and percentages that mean nothing to you as neither an individual nor a union member in the law enforcement community. Just to be

clear; NEPBA is the largest law enforcement labor union in New England, as well as the largest law enforcement labor union in the State of Vermont and the Commonwealth of Massachusetts, representing multiple Sheriff's Departments, including Middlesex County (MA), Worcester County (MA), Norfolk County (MA), Plymouth County (MA), Aroostook County Sheriff's (ME) and Merrimack County Sheriff's (NH). More importantly, our members are among the highest paid public employees in law enforcement today.

Yet, after the year long process which culminated with a hearing in front of the RI Labor Board (case No. EE-3418A), which resulted in another legal NEPBA WIN. But, clearly AFSCME Council 94 doesn't want YOUR membership to vote.

On May 18, 2021, after signing an consent election agreement, AFSCME Council 94, with the approval of your local president, appealed the Labor Board determination to Superior Court, which is nothing but a delay tactic. NEPBA legal staff will be successful in this appeal, as Janus was against AFSCME in the US Supreme Court. Our law firms are recognized regionally as the elite union representatives in labor law and are devoted to representing union law enforcement professionals.

We are extremely proud of our representatives and our legal staff and we believe you will be as well, as you can see by our previous wins. The New England Police Benevolent Association, Inc. is strictly a law enforcement labor organization, run by law enforcement professionals, for the benefit of our law enforcement members. The NEPBA is uniquely qualified to address ALL your concerns and needs regarding collective bargaining, discipline, unfair labor practices, grievances and/or any job-related matter concerning your employment.

Every member of the NEPBA Executive Committee is an active or retired law enforcement officer who has extensive knowledge and experience in negotiations and have extensive experience in collective bargaining, mediations, arbitrations, and fact-finding.

We encourage you and your members to check-out our website at www.nepba.org for more information on our staff and to see our successful record of accomplishment. Once your local votes join NEPBA, your local designee will become a member of our executive board which meets quarterly in a different location throughout New England.

As a member of the NEPBA, we will represent your membership in a professional and dedicated matter by providing QUALITY representation in a timely and

prompt fashion. We will not tolerate missed deadlines, late filings, or excuses of any kind when it comes to representing the needs and concerns of our membership. This is why we have retained four (4) prestigious and separate law firms to act as our legal counsel and to represent our membership in matters involving litigation, arbitration, and any job-related issue, while in the performance of your duties.

Contrary to what you have been told, NEPBA dues are \$11.00 per week, per member and there are no initiation or charter fees.

We would also ask that you contact the following union presidents who have utilized the legal services of our law firms and ask them about the quality legal services and the representation their local has received. We would be more than happy to provide you with additional names and e-mail addresses of our members and/or local presidents, if needed.

Worcester, MA Police (Shootings) dgmontana@gmail.net	President Dan Gilbert
Holbrook Police (Superior Court) psakearney@yahoo.com	President John Kearney
Windsor Police (Ptl) christopher.hors@maritime.edu	VP Chris Hoar
Aroostook Sheriff (Ptl)(shooting) cummings@yahoo.com	VP Matthew Cummings
Chelmsford Police (Sup) goodejr33@verizon.net	President Frank Goode
Middleborough Police (Sup) dbatista66@verizon.net	President Debbie Batista, Esq
Everett Police (Ptl) jermainebellard@gmail.com	President Jermaine Bellard
Middlesex Corrections (Sup) danshea@gmail.com	President Dan Shea
Worcester County Sheriff's (CO's) Kevinlancecarlo@gmail.com	President Kevin Carlo
Weymouth Dispatcher klhart03@gmail.com	President Kristen Hart

The following are some of the police locals in Vermont have voted to decertify from AFSMCE.

- Rutland Police
- Windsor Police
- Barre City Police
- Barre Town Police
- Bennington Police
- Brandon Police
- Castleton Police
- St. Johnsbury Police
- Vergennes Police
- Fair Haven Police
- Harford Police
- Montpelier Police
- Norwich Police
- Randolph Police
- Shelburne Police
- St Albans Police
- Stowe Police

IF YOU'RE TIRED OF INCREASING DUES, LOUSY REPRESENTATION, MISSED DEADLINES, SUB-PAR LEGAL SERVICES & THE ULTRA-LIBERAL POLITICAL AGENDA OF AFSCME – VOTE NEPBA! YOU WILL NEVER SEE FROM NEPBA A CAMPGAIN LIKE “AFSCME DUMP THE COPS” OR THE AFL / CIO WANTING TO THROW THE LAW ENFORMENT OUT OF THE UNION. PLEASE GOOGLE THEM.

In closing, if we can be of further assistance or if you have any questions or concerns, please contact me at (978) 453-2500 or e-mail us at the emails below:

Fraternally,

Jerry Flynn

Jerry Flynn
gjflynn@nepba.org
Executive Director

Chris Ryan

Chris Ryan
cryan@nepba.org
President

Sean R. McArdle

Sean R. McArdle
smcardle@nepba.org
Executive Vice President
Vermont State Director