



NEW ENGLAND POLICE BENEVOLENT ASSOCIATION, INC.

CORPORATE HEADQUARTERS

NEPBA Building - 7 Technology Drive, Suite 200

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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 13, 2021

Dear Members of the Vermont Department of Corrections;

On behalf of NEPBA President Christopher Ryan and the entire Executive Committee, we would like to thank you for your courage and commitment to the communities and/or the institutions you protect and serve. In fact, NEPBA President Chris Ryan and I, were both members of the Massachusetts Department of Corrections for several years prior to becoming police officers and along with our Executive Secretary Bill Ryan understanding the meaning of "Walking the Toughest Beat in the Nation."

In fact, the heroic actions each of you have shown in the face of enormous uncertainty in recent times is a testament to your dedication and devotion to duty. We applaud each and every one of you as extended family members of the New England Police Benevolent Association and we are committed to ensuring you and your own families are protected as the fear of the unknown weighs heavy on all of us.

The NEPBA has been a leader in fighting to ensure ALL public safety officers and support staff are not only protected; but also supported in the extremely dangerous and demanding job you have to perform on a day in and day out basis.

We understand the enormous strain your job puts on individuals and their families, especially in recent times, but we also know you are some of the "BEST & BRIGHTEST" this country and state have to offer. The NEPBA stands committed to stand and fight alongside you. While we understand the need to work together with management. We know all too well there will be those managers, both elected or appointed leaders who will use these uncertain times as an opportunity to take advantage of you, rest assured this will not be tolerated by the NEPBA.

On May 9, 2021, the NEPBA was made aware of the Vermont Department of Corrections ban on the 'thin gray line' flag. As Executive Director of

Executive Director

Gerald J. Flynn, Jr.

Executive Secretary

William Ryan

Recording Secretary

Stephen J. Arnold, Sr.

Sergeant-at-Arms

Daniel J. Gilbert

the NEPBA and on behalf of the NEPBA and nearly 5,000 members we would like to thank Senator Russ Ingalls (R-Essex-Orleans) for his leadership and immediate defense of such an important symbol to so many members of the Vermont Department of Corrections.

As we all go through these unprecedented times, your leadership will be remembered and your sacrifice must be rewarded. The NEPBA's solemn promise is we will ensure that those we represent shall be treated with respect and dignity within the workplace. Our commitment to your profession will never be taken for granted nor shall we forget the sacrifice each of you make on a daily basis.

NEPBA understands those on the front lines of law enforcement have a multitude of responsibilities, including our nation's first responders who continue to fulfill our duty to the general public.

NEPBA members are amongst the highest at risk employees and experience the double hardship of being infected and being rejected... infected by this pandemic's deadly virus and rejected by continuously being chastised by management and unsupported by your current labor union.

NEPBA is committed to changing that philosophy and we are committed to providing each and every member with the same stellar legal representation and our superior representational services. Our staff is vastly superior to any other labor organization in terms of negotiations, including contractual and disciplinary issues.

We are proud to represent the men and women of law enforcement and we have been committed to representing them for over 15 years and our contracts are second to none. If given the opportunity to represent the Vermont DOC, we will assure you and your family will be fairly compensated for the demanding and difficult job you do everyday.

We encourage you to do your due diligence and to check out our successful arbitration cases, our enormously beneficial contracts and our outstanding legal representation on our website at www.Nepba.org

Fraternally,

Jerry Flynn
Jerry Flynn
Executive Director

Sean R. McArdle
Sean McArdle
Executive Vice President