



Los Angeles Sheriff's Professional Association
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LASPA "The Members Union"

January 28, 2008

Dear Members:

Enclosed you will find a Notice of Hearing from the Employee Relations Commission (ERCOM).
The hearing is set for:

Date: February 22 & 27, 2008
Time: 10:00 AM
Location: Kenneth Hahn Hall of Administration, Room 374
Address: 500 W. Temple Street
Los Angeles, CA 90012

The purpose of this hearing is to determine if the "fair share" amount that ALADS is deducting from LASPA members is reasonable. The Supreme Court has held that the use of fair share fees for other than collective bargaining purposes, violates the First Amendment of the United States Constitution by, in essence, requiring employees to engage in "speech" against their will.

Although you are not obligated to attend the hearings, we urge all of our members to be present in efforts of sending a strong message. LASPA will represent you whether or not you can attend. We will argue the high amounts being charged by ALADS on your behalf and voice your concerns. We will also determine what the fee should be that ALADS is entitled to through Agency Shop.

We would like to take this opportunity to thank you for all of your continued support and dedication to LASPA, truly "**The Members' Union.**"

Best Regards,
LASPA Board of Directors

WHEN CHOICE, CONTROL & CREDIBILITY MATTER
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