



L.A.S.P.A.

What's New at LASPA...

- **Legal Services:** LASPA offers its members the peace of mind, in the event of a legal matter. Our members can utilize any of our panel attorneys that specialize in different fields of the law at a discounted rate. LASPA extends this service to family members and friends of current members (some exclusions apply).
- **Benefits for Retired LASD Employees:** LASPA is now offering benefits to retired LASD employees at a low cost.

For more information, please contact our office today.

REMINDERS

LASPA offers discounted tickets to several theme parks, movie theaters, and other venues. Now available at our office with 24-hour notice. Please contact us for more details.

We continue to update our database, please inform us of any changes to your mailing address, unit of assignment, phone numbers, emails, or rank.

Call and ask us how you can participate in LASPA's member referral program.

THE TRUTH SHALL SET YOU FREE!

Simple but true. Countless times, however, I have represented deputies fighting I.A.B charges. I meet with them, go over their version of events, question them, get to know them, and stress over and over again to tell the whole truth. Then the I.A. interview comes around. I think I know everything the deputy is going to say. After all, I've heard it all once before right? Wrong. More times than I like to think about at some point in the interview the deputy ... well... let's just say the deputy is not fully forthright in answering the questions. Sometimes, this event carries a worse penalty than the matter being investigated.

I always tell a deputy: I can get you out of the worst truth but not the smallest lie. And, within rea-

son, that holds true 99.99% of the time. To be sure, this is a rare situation. The vast majority of deputies answer every question posed absolutely honestly. Or, if they are not completely honest it is not due to deceit. They are embarrassed by their actions and try to minimize them. The cases of outright lies in an I.A. interview are so rare that I can count them on one hand, going back eleven years.

Bear in mind, however, what may be to you a minimizing of an event may read to the reviewing board very differently; i.e. they are going to assume you are lying.

By the same token, if you know you were wrong and are ready to simply fall on the proverbial sword

and take your discipline, never, ever, talk to I.A.B. without representation. You pay your dues to have an attorney (not an "advocate") protect you, let us. Unfortunately, I have seen this situation arise as well. A deputy simply takes the discipline without a fight when a lower number of days would have been negotiated. The discipline stays on your record and can affect your job—keep it as low and as mildly worded as possible.

In sum, tell the truth, the whole truth, and don't do it alone.

THINK BEFORE YOU DRINK (AND DRIVE)

Department Increasing Discipline for Off-Duty Drunk Driving

Every year, several deputies are arrested for driving under the influence. Unfortunately, this number is increasing and the Department is looking for answers. According to the Los Angeles Daily News, the number of deputies arrested for drunk driving has increased from an average of 10-15 per year to nearly two dozen annually since 2004. Consequently, the Department has formed a task force to address this disturbing trend. One of its recommendations, which will soon take effect, is an increase in the listed discipline penalty to a straight 15 day suspension for off-duty drunk driving (increased from

the prior 7-15 day recommendation). *We understand that the penalty for off-duty drunk driving with a collision will remain 10-20 days, as will drunk driving while operating a county vehicle at 15-30 days.*

There are several reasons for this increase and job stress is just one of them. Another factor is that other agencies are more willing than in the past to arrest fellow officers. In no way justifying drunk driving, it is simply a fact that in the very recent past an officer pulled over for drunk driving would not be arrested. Those days are over.

This fact is evidenced no better than by one of our own Chief's being arrested by the CHP and later charged with drunk driving.

Deputies need to keep in mind that their off-duty conduct can easily, and often quite negatively, affect their job. As for drinking and driving, such behavior puts innocent lives at risk, as well as careers. Think about all of this before you take those keys. And, be a good deputy and friend to anyone you see about to drive intoxicated.

"The Member's Union"

**LOS ANGELES SHERIFF'S
PROFESSIONAL ASSOCIATION**

1255 Corporate Center Drive, Suite # 306
Monterey Park, CA 91754-7609

24-Hour Legal Defense Line

Phone: (323) 981-2850
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Member Referral Program

LASPA offers incentives for current members who refer new members. When you make a referral, please provide that person your full name and employee number, so that we can track your referrals.

Refer 5 members = 1 month of FREE dues

Refer 6-10 members = 1 month of FREE dues plus 2 movie tickets

Refer 10 members plus = 1 month of FREE dues plus a \$50 Visa gift card

ADAM L. MARANGELL, ESQ.

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You know me as your General Counsel, but you should know I handle all types of cases for our Members:

Automobile, Motorcycle and Trucking Accidents, Catastrophic and Serious Injuries, Wrongful Death Claims, Unsafe Products, Construction Accidents, Dangerous Property Conditions, Trip and Slip and Fall Injuries, Employment Disputes, Unpaid Wage Claims, Unpaid Overtime Claims, Wrongful Termination, Sexual Harassment, Uninsured Motorist Claims, Contract Disputes, and Insurance Bad-Faith

**I OFFER A REDUCED FEE FOR LASPA
MEMBERS AND THEIR REFERRALS !**

Why should you, a friend, or family member pay another attorney a full fee when you can utilize your own General Counsel at a reduced rate?

Please call for details.

Consultation regarding any legal matter is always free for you or any referral to me by you.

LASPA'S PAYROLL REIMBURSEMENT POLICY

Things happen; unintended consequences occur. This is why LASPA prides itself in offering its members payroll reimbursement during suspensions without pay. Reimbursements may apply for up to 30 days, depending on your membership plan. This allows you to continue paying your bills and providing for your family until issues are resolved. All LASPA members are entitled to receive payroll reimbursement. However, there are guidelines to our policy.

In the event you are suspended without pay for the matter covered under the Agreement for LASPA Representation, you are eligible for payroll reimbursement of your net pay up to 30 days, depending on your level of membership.

You are NOT eligible for reimbursement if the conduct alleged involves matters outside the course and scope of employment or malicious disregard for policies or reckless behavior.

If you are represented by other counsel for your investigation and receive time off, you are NOT eligible for reimbursement under LASPA's policy. You are also not eligible if LASPA has to take over a case that another union worked on.

If you choose NOT to grieve the intended time off by the department, you are NOT eligible for reimbursement. LASPA's attorneys must be given the opportunity to resolve your case or decrease the suspension. Notwithstanding the suspension. Notwithstanding the foregoing, any payroll reimburse-

ment rests entirely within the discretion of LASPA.

In any event we encourage our members to contact us immediately when you are notified of an open investigation or possible investigation.

If you have any further questions regarding our policy, feel free to contact our office and speak with a representative.