



Los Angeles Sheriff's Professional Association

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LASPA "The Members' Union"

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July 11, 2018

THE SUPREME COURT RULES AGENCY SHOP IS UNCONSTITUTIONAL

Dear LASPA Member:

On June 27, 2018, the Supreme Court of the United States issued its ruling in *Janus v. American Federation of State, County, and Municipal Employees* and held public-sector "agency shop" arrangements unconstitutional under the First Amendment. This means that ALADS and PPOA may no longer collect "fair share" fees from non-members to cover the cost of collective bargaining.

One point that needs to be clear is that ALADS and PPOA will remain the certified bargaining unions for contract negotiations and all employees will receive whatever benefits and raises (if any) are negotiated.

Due to the *Janus* ruling, all employees now have a free and clear choice in which union to belong to. You are now able to cancel ALADS or PPOA and will not be forced to pay non-membership dues. If you wish to cancel either union, you can do so by calling them directly and requesting a drop card. It is unlawful for either union to use intimidation tactics to prevent members from dropping. In addition, any health insurance policies or other voluntary deductions through ALADS or PPOA will not be affected. If you encounter any problems, please contact our office immediately.

For over 19 years, LASPA has provided its members with excellent service. We appreciate the dedication and support from our loyal members and we look forward to continuing serving you!

Sincerely,

Adam L. Marangell

Adam L. Marangell
General Counsel

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When Choice, Control & Credibility Matter!
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