

National Alliance
Police, Security and Corrections
Organizations (NAPSCO)



David L. Hickey
Chief Executive Officer

January 4, 2006

Howard E. Johannssen
President

James A. Vissar, President
United Government Security
Officers of America (UGSOA)
7230 Meade Street
Westminster, CO 80030

Dennis T. Eck
Secretary

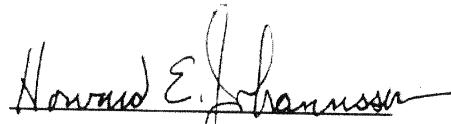
Advisory Board
Mark A. Crawford
Thomas Massone
Daniel Payne
Dwight Duley

Dear Mr. Vissar

Enclosed is the Resolution of censure against the United Government Security Officers of America (UGSOA) leadership and yourself for violations against security professionals. Representatives from seven (7) prominent security unions voted unanimously in 2004 to support this resolution and admonish your shameful conduct and disservice to security professionals and for your self-serving, non-democratic union organizational behavior. To date, your conduct is unchanged and remains an embarrassment to unionism.

Be advised, the National Alliance of Police, Security and Corrections Organizations (NAPSCO) and its affiliates reaffirm their commitment to assisting the many UGSOA locals and families who are currently trapped in your failing system. The coalition's full resources are dedicated to putting an end to parasitic organizations and UGSOA is at the top of the list.

Make no mistake, your anti-union tactics and conduct will not be tolerated.


Howard E. Johannssen
President

HEJ/opeiu42
Enclosure

Cc: G. Gregory
SPFPA International Executive Board
UGSOA Locals
Independent Security Unions
AFL-CIO
Change to Win Federation

25510 Kelly Road, Suite 100, Roseville, Michigan 48066
Toll Free (866) NAPSCO-0
www.NAPSCO.org

**National Alliance of Police, Security and Corrections
Organizations (NAPSCO)**



Resolution of Censure

WHEREAS, at a time of conflict and terrorism throughout the world, personal and property security has gained a preeminent position, and

WHEREAS, a global economy has created additional challenges and burdens to the self-organization of security officers and the advance of their welfare through collective bargaining, and

WHEREAS, NAPSCO was founded for the purpose of establishing cooperation and fair competition among independent security unions, and

WHEREAS, the United Government Security Officers of America (UGSOA) was extended an opportunity to join the family of independent security unions but refused because of its self-serving agenda which has displayed disregard for the men and women who serve the security needs of this country, and

WHEREAS, the UGSOA has engaged in and continues to engage in the following egregious conduct:

- Anti-union campaigns using false and deceitful literature and videos.
- Refusing to cooperate in any way with established security unions.
- Raiding the established jurisdiction of security unions.
- Interfering with established bargaining relationships and thereby aiding employers.
- Refusing and failing to service its members so as to bring disrespect for security unions generally.
- Engaging in general conduct detrimental to the welfare and interests of security officers.

NOW THEREFORE BE IT RESOLVED AS FOLLOWS:

1. That NAPSCO and its affiliates declare UGSOA to be a rogue union, and a pariah of professional security officers.
2. That NAPSCO censures UGSOA for the actions set forth above, and encourages its affiliates to withhold any fraternal aid or assistance to UGSOA.
3. That NAPSCO invite UGSOA Local Unions to affiliate with it, and to seek representation by a security union that is dedicated to the welfare and interests of security officers and their families.
4. That a copy of this Resolution be forwarded to UGSOA and its Local Unions.

The foregoing resolution of Censure was unanimously adopted by the NAPSCO Executive Board at a duly called meeting held on May 18, 2004.

International Union, Security, Police and Fire Professionals of America (SPFPA)
American Federation of Security Officers (AFSO)
Federation of Police, Security and Corrections Officers (FOPSCO)
Raytheon Guard Association (RGA)
U.S. Court Security Officers (USCSO)
Greenbrier Security Union
Independent Security Police Union (ISPU)



**International Union,
Security ★ Police ★ Fire
Professionals of America (SPFPA)**

25510 Kelly Road, Roseville, Michigan 48066
(586) 772-7250 / FAX (586) 772-9644
www.SPFPA.org

DAVID L. HICKEY
INTERNATIONAL PRESIDENT

DENNIS T. ECK
INTERNATIONAL SECRETARY-TREASURER

DWIGHT E. DULEY
VICE PRESIDENT AT LARGE

January 4, 2006

James A. Vissar, President
United Government Security
Officers of America (UGSOA)
7230 Meade Street
Westminster, CO 80030

I am in receipt of your letter to SPFPA Brother Howard Johannssen dated January 3, 2006. I must commend Brother Johannssen for finally getting you to actually "work" for the short period of time it appears you took to write this masterpiece of lies and misinformation.

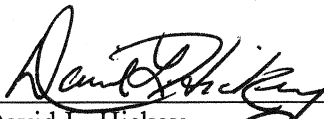
For the record, NAPSCO is a coalition of 9(b)(3) unions that began in 2000. You already knew that because prior to my being elected SPFPA International President, I met with you in both Denver and Las Vegas, not only share this idea but to invite you to help me put it together and make it work. Unfortunately, your concern was keeping your family members on payroll and not what was in the best interest of security professionals and the industry. For you to say that the NAPSCO coalition has had no impact on UGSOA is an absolute lie. Have you forgotten UGSOA Vice President Carney flew to Chicago to meet with then IUSP President Allen and his Board to discuss merging with your pathetic excuse for a union? The IUSP membership unanimously chose to merge with SPFPA after that meeting and NAPSCO was part of the reason why. In fact, to date nine (9) independent unions united have merged with SPFPA. How many have merged with your crumbling organization? **The answer is zero!** Why? Because you have no vision and nothing to offer for the future. . . a great testimony to your personal lack of leadership and failings in the labor movement.

During SPFPA's battle with a large AFL-CIO union over jurisdiction of security, you and many of your motley crew appeared in anti-union, anti-SPFPA videos funded by that union and sent out to destroy SPFPA. We stood strong, fought hard against your lies and accusations and won the respect of that AFL-CIO union. Hoping to "feed on left over" units and adding to your own hypocrisy, you sold out by accepting financial assistance to not only pay for these videos, but also to put organizers on the street. Organizers you couldn't name or control. I am told per a reliable source, that your office rent is "very low". Who is subsidizing that on your behalf? You should thank them daily because without that assistance, you would be hard pressed to maintain your own overhead. Also, I understand you have less than 3,000 dues paying members, with that number decreasing regularly as you continue to lose members through decerts. Apparently, the majority of the officers you claim to represent recognize you for the lying, hypocrite I believe you are, as they do not pay dues or support in any way your efforts. **How proud you must be to have earned such little respect!**

An organization cannot survive under your lack of leadership. Today, large numbers of your units are signing SPFPA cards and/or waiting for open periods to do so. Make no mistake, UGSOA cannot survive the future decline it is facing, and the absolute truth is, **it is all of your own doing.**

As always, I remain dedicated to servicing and assisting our thousands of SPFPA members, supporting and working with legitimate labor unions, and exterminating parasitic, useless organizations like your own.

With The Most Serious Intent;



David L. Hickey
International President

DLH/kb/opeiu42

Cc: G. Gregory
SPFPA International Executive Board
UGSOA Locals
Independent Security Unions
AFL-CIO
Change to Win Federation
Eye on UGSOA
USCSO - Tom Massone



United States Court Security Officers
P.O. Box 130120 Chinatown Station
New York, NY 10013
Union : (646) 529-8024/ Fax: (212) 202 -5315
E-mail: uscsso@usa.com

Thomas J. Massone-President

12/19/2005

**COPY FOR YOUR
INFORMATION**

Jim Vissar
8620 Wolff Ct. Suite 210
Westminster, CO 80030

Dear Lowlife,

You know Jim up to this point I thought you and your organization was filled with a bunch of parasitic miscreants, but this letter really confirms it for me.

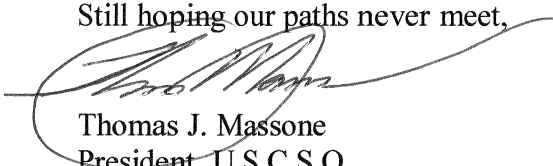
You really are the lowest of the low, not only in the world of unionism but also in life in general. This is just another reason why we here in New York and thousands of others have left U.seless.G.S.O.A. Your group must be a real "sinking ship" to take this route.

Your letter to the DOL is another reason why you and your motley crew will never amount to anything but carpet bagging leeches, sucking funds out of Security Officers nationwide. This is why you are respected by no one!

I have my differences with SPFPA and the President, but I would take up any problems with them/him personally and not hide behind the enforcement wing of the Department of Labor, like some two-year-old crybaby.

Good riddance to you and your sleazy wanna-be joke of a union.

Still hoping our paths never meet,



Thomas J. Massone
President, U.S.C.S.O.

cc: Everyone

RECEIVED JAN - 8 2006

12-25-2005

Response to letter dated 12-13-2005

**International Union
United Government Security Officers
of America (UGSOA)
8620 Wolfe Ct. Suite 210
Westminister , CO 80030**

**Attn : James A. Vissar
International President**

Dear Mr. Vissar :

It seems like your letters come every time you loose members ; especially during the Holiday Season . I remember the last time you attempted to raid our union . You failed then and you will waste money and fail again .

Your approach (discredit ; and promise things you cannot deliver) .

Why are you wasting members dues ? Are you lazy ?

In Colorado and the western states ; you're probably known as the union "claims-jumper " ; no-doubt brothers in the northeast know you and your type from an old " long shore mans " term " ship high in transit " (st) man ; in the south we call you what you are , " a carpet-bagger " , always trying to get something for nothing .**

We are satisfied with SPFPA ; a test and tried Union . You offer nothing ! Save your postage and hire an organizer . Don't waste our time !

**Sincerely ,
Lloyd Love
F/S Local 601 (SPFPA)
P.O. Box 7
Killen , AL 35645**

**Cc : International Union (SPFPA)
Bobby Jenkins (Region 10) V/P**