



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

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**DAVID L. HICKEY**  
INTERNATIONAL PRESIDENT

**DWIGHT E. DULEY**  
INTERNATIONAL SECRETARY-TREASURER

Dear Brothers and Sisters:

Due to the abundance of questions I receive daily both by phone and email, and due to the dishonest misinformation being disseminated to both employers and officers by UGSOA's President Sullivan, I believe you deserve to know the true reasons I left UGSOA and accepted a full-time position with the International Union, Security, Police and Fire Professionals of America (SPFPA).

For the record, under Sullivan's lack of experience and leadership, the UGSOA is in total chaos and losing major revenue. Sullivan's record of backroom deals, lack of service to members, firing of loyal office employees and recent nepotism made it clear to me as a member of their Board that UGSOA would not survive and that it was time to leave.

My goal has always been to be a positive force within the labor movement; to assist members and their families, and to do so in an honest and direct manner. For all the above reasons and more, I could not in good conscience continue to be part of an organization that had clearly lost focus on its purpose. For me, friends, that fact was as sad as it is definitely true!

Though we were adversaries for many years, I began to research SPFPA to decide for myself if the negative information spewed by UGSOA and Sullivan was factual. I reached out to those who knew about SPFPA, its officers and members, and after much reflection and discussion with my family, I met with SPFPA President Hickey, resigned my position with UGSOA and accepted Dave's offer to become SPFPA West Coast Region Director. Sadly, Sullivan is falsely reporting that she fired me from my position. Nothing could be more untrue and I am in the process of notifying all employers of that fact. How sad that someone in her position would lie and lose her credibility in a feeble attempt to save face.

Last week I was part of my first SPFPA Education Seminar. This two day session was attended by over 140 SPFPA members throughout the U.S., some came from as far as Hawaii. It also included leadership from other security unions around the country, who support positive relationships. Ask yourself, does that sound like a Union that doesn't educate its members as Sullivan claims? Does it sound like members that don't support their Union? The answer is SPFPA members do support their union and believe in their elected leadership. I witnessed for myself, and can tell you that SPFPA is a real Union for real people. I give 100% support to President Hickey's vision for Unions working together, training members and SPFPA's leading the industry in representation.

I continue to be concerned for all of you, and welcome you to join with me by supporting a Union that is truly dedicated to doing its best and spending the resources necessary to represent its members and their families.....the SPFPA. The door is as open for you as it was for me, and I will personally help anyone who calls.

I can be reached at (858)401-9479, or you can call SPFPA President Dave Hickey direct at (586)772-7250. Dave will be honored to take your call, answer your concerns and share with you his vision and the benefits of joining with us to enhance the industry, and improve the livelihoods of Security Professionals. We are here to help!

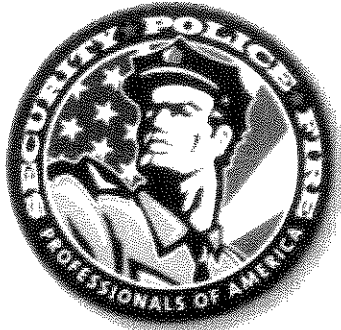
I look forward to hearing from you, and working with you in the future.

Your Sincere Friend,



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Michael P. Hough  
SPFPA Director, Region 3



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

**MICHAEL P. HOUGH**

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