



COMBINED LAW ENFORCEMENT ASSOCIATIONS OF TEXAS

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Judge John Gothia &
Orange County Commissioners Court
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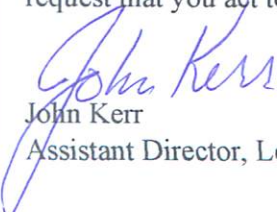
December 17, 2021

Dear Judge:

This communication is to alert the Commissioners Court to the Sheriff's ongoing interference and domination of the Orange County Sheriffs Employee's Association and their elected President. Immediately following the effective date of the newly agreed Collective Bargaining Agreement, Sheriff Moony banished the OCSEA President Dustin Bock to an inappropriate assignment within the jail. The jail assignment is intended by the Sheriff, an official agent of the County, to be a degradation of the Deputy Bock's career as an Investigator. It is considered degrading by Bock as well as other deputies. The Sheriff's transfer of Bock to the jail is tantamount to a demotion in rank and severs to subvert President Bock's First Amendment protected speech and freedom of association. This so called "investigative assignment" within the jail did not exist before the Sheriff created it to banish the Association Treasurer for exercising his freedom of speech. As you are aware, a grievance was filed on that issue. The second person to fill this never-before-existing jail investigative person is now the President, who has also filed grievances for the Sheriff's interference with his freedoms of speech and association. Both the Treasurer and the President disputed the Sheriff's account of bargaining initiatives in open court before the Commissioners. The Sheriff retaliated by degrading both of them to jail duty.

The Sheriff's actions illustrate an oppressive and punitive act against the recognized leadership and lawful bargaining agent for the Sheriff's employees. This action deprives those union members of their right to be heard through the protected speech of their elected leadership. The Sheriff's action in September against the Treasurer was the catalyst for numerous grievances filed against the County, but more importantly lead to the constructive dismissal of the Treasurer, who subsequently resigned having been banished by the Sheriff. The evidence and the Sheriff's pattern of behavior shows that Sheriff Mooney intends for the Association President to suffer the same fate.

I was in attendance to each Public Meeting Bargaining Session conducted between the County and the OCSEA. I clearly heard each Commissioner without exception articulate your affirmation and support of this Employees Union and the bargaining process. Each of you acknowledged publicly your belief that the Association was entitled act of behalf of their Membership without inference, retaliation, or punitive actions directed to union officials. This recent action by the Sheriff demonstrated retribution against the union and its leadership. I request that you act to mitigate this inappropriate action by the Sheriff.


John Kerr
Assistant Director, Local Union Services