Welcome, Dallas!

Two Dallas police officer unions have merged and joined CLEAT creating the largest, unified voice for officers there in decades. Members of the Fraternal Order of Police Lodge 588 and the Dallas Chapter of the National Latino Law Enforcement Officers are now a part of the more than 100 local unions and 24,000-plus rank and file officers across Texas who call CLEAT their home.

“I congratulate the members for making such a bold move and protecting their jobs and families by joining with us. We’ve worked hard to open a CLEAT Regional Office in Dallas that is bringing our operations closer and providing transparency where it’s long been needed,” said CLEAT President Sgt. Todd Harrison.

The new organization will be led by members of both elected executive boards and Sgt. George Aranda, current President of NLLEO will serve as President.

“We’ve looked at all the state organizations across Texas and after a three year intensive search for a statewide home we are proud to join with our fellow Dallas brothers and sisters in affiliating with CLEAT. We don’t see this

CLEAT endorses Governor Greg Abbott

Surrounded by Texas law enforcement union leaders Texas Governor Gregg Abbott accepted the CLEAT PAC endorsement at the state headquarters in Austin.

“We don’t judge our political relationships by some kind of blind allegiance to a party or a candidate but rather we have sought to keep our independence and do what’s best for Texas law enforcement officers and their families,” said Sgt Todd Harrison, President, “We didn’t make this decision lightly and we interviewed all the major candidates. We asked the hard, disagreeable questions that set us apart. Your answers are what brought us to this day. Being Governor looks like a tough job to me, we’re convinced you not only have the ability to lead but that you also listen.”

The relationship between the Governor and CLEAT have not always been seen as perfect. CLEAT openly opposed
Government subsidies/price supports breeds culture of police union welfare & entitlement

Have you heard the story about the statewide police union official standing in front of a city council and saying he is opposed to collective bargaining rights for all working people except the police? Yes, really happened. Public meeting broadcast on cable TV. How about the high ranking union official who printed out private information regarding a competitor union’s female lawyer’s personal relationship that turned into a stalking situation where the police had to get involved? Yep, and then attached his official law enforcement business card and wrote a personal note attempting to obtain a union meeting to “discuss” the lawyer’s personal life she thought she had finally overcome and left behind.

statewide union—hey yelled at them and threw the papers in their direction. Yes, SMH (shaking my head) it happened. These ladies’ word is impeccable.

Hey, here’s one that hurt my feelings.
High ranking officer in uniform, duty in a police station is accidentally recorded saying that officers who join CLEAT will be professionally hurt. CLEAT members are going to be given bad assignments, lose good shifts, have good shifts taken from them, and lose opportunity to work extra duty jobs. Damn, that nearly hurt my feelings. I’m glad it’s on audio.

Now, this one nearly stung me. The officer’s infraction wasn’t all that bad but his statewide police union lawyer missed the appeal deadline and he was terminated. Now, lawyers aren’t perfect but they should at least be removed from the job. His statewide police union lawyer then pushed a union card under his nose and instructed him to sign it and switch unions from CLEAT. Yes, on duty, in a police station attempting to unionize a Texas cop who had just had to use deadly force. Yes, that’s a voice for ALL of Texas Law Enforcement officers who set the example for all state’s law enforcement officers and our direction.

Now, as a cop for more than 30 years and a taxpayer my whole working life I can’t tell you how pissed off it makes me to know that the state and federal government has helped subsidize a state police union through training grants which amount to union dues price supports and police union welfare. I’ve heard a lot of cops over the years bemoan the fact that free government money creates an entrenched dependency for folks who need to just go get a job. Well, this kind of arrogance and entitlement can only come from a statewide Texas police union whose leadership believes their stuff don’t sink. It’s a sickness.

Remember TLEC? That was a past thirty+158 pledged to destroy CLEAT. What did we ask you think about your name to CNN or FOP? If you treat folks with this much disdain and arrogance. There’s not enough room in Texas for you and me.

Yes sir, true story. I’ve been informed that her lawyers have his business card and handwritten note locked in a safe. He should have been more thoughtful, or at least more professional.

Or how about the two ladies working in the local police association office when a statewide union official who is always trashing CLEAT walks in and tries to “serve” these two hardworking women who work on behalf of cops with a non-legal document intended to threaten their organization. When they refused to “sign” for a letter from his that they’ve been bragging on…told the officer he was leaving out of town and it was his secretary’s fault that the appeal deadline was missed. In fact, the lawyer said that’s the reason he has no malpractice insurance, so Sue Me! Yes, that’s a voice for ALL of Texas Law Enforcement right there.

But, the one that really made me angry was the officer who had been in an involved officer shooting and his CLEAT Attorney was in route to meet him at the police station when an officer approached him while on duty and pointed a gun under his nose and instructed him to sign it and switch unions from CLEAT. Yes, on duty, in a police station attempting to unionize a Texas cop who had just had to use deadly force. At the same place on the calendar in 2018 we’ve had 64. That’s a big increase, but we were ready. That’s because CLEAT has twenty (22) licensed attorneys who work just for CLEAT members. We have a total Legal Division Staff of 26. We also have another 101 licensed Regional Attorneys who fill in the geographic gaps across Texas. That’s 127 real staff who work for you.

Our CLEAT Staff Attorneys are experts in employment law, civil service law (both LGC Chapters 143 & 158) as well as collective bargaining contractual agreements and criminal law as it relates to your everyday work.

Don’t be fooled into believing that all attorneys have the same expertise. Finding a lawyer on Google who gets her or his legal opinions from the same website won’t save you when you’re headed to the Chief’s office, into an arbitration or to the Grand Jury.

Not only are our attorneys actively continuing through the required CLE training across the country we are sending each of our attorneys to the latest Force Science training this year. That’s correct, all our attorneys have received the latest in how to best assist you when you are involved in an OIS or other critical incident.

When you push the icon of the CLEAT Tactical Bag, our free Android and iPhone App, you will never talk to a current part-time officer or a former police officer who fancies themselves an expert on your issues. You will immediately be communicating with YOUR CLEAT ATTORNEY. When you call our toll free number or send us an e-mail to CLEAT Legal from the website you will always speak to a non-lawyer who doesn’t think you have a case or a chance. Our attorneys are here to protect and assist you.

Other legal plans belong to conflicted organizations that are really insurance companies designed to tell you NO they don’t cover that kind of incident. Our lawyers are not conflicted—they don’t also represent the criminals you pursue, apprehend or guard.

CLEAT doesn’t care who your friends are. We don’t run an internal poll in your department to determine whether or not you are popular enough to qualify for a good attorney. We also aren’t afraid to disagree with police management. Since we don’t accept government handouts to run our union, we don’t really care what the politicians and bureaucrats think about your case.

We’ve spent upwards of $1 million on one case and won it at the U.S. Supreme Court. At CLEAT our annual $8 million dollar operating budget isn’t governed by politicians in Austin or a fraternal union in Philadelphia or a million dollar operating budget isn’t governed by politicians in Washington DC.

CLEAT was designed by Texas law enforcement officers for law enforcement officers and our direction is determined by full time elected law enforcement officers who set the perimeters of everything we do. Our members are entitled to appeal any legal decision and make their case directly to other officers who serve on our Executive Board.

Rest assured we are continuing to set the bar high for our service to you. We only answer to you, our CLEAT members at an OIS a few weeks back. Robyn is not only an experienced police labor attorney but she is also married to an Arlington Police Officer. As a young law student years ago she interned in the CLEAT regional office in Fort Worth.

By: Todd Harrison
CLEAT President
one of the Governor’s key issues last legislative session in fighting against outlawing union dues checkoff for prison guards, ISD police officers, state employees and teachers during the legislative session. CLEAT also worked in opposition to Josh McGee becoming the Chairman of the State Pension Review Board because of his ties as a lobbyist for the Arnold Foundation that has opposed public employee retirement systems. “Our disagreements have been over policy,” said CLEAT Executive Director Charley Wilkison. “In the end we find more areas of agreement and paths to working cooperatively. We’ve always been respectful of differing views and we’ve stayed in our lane. Our interests remain clearly marked regarding issues that impact the safety, working conditions, pay or retirement of a law enforcement officer,” he said. The endorsement was enthusiastically accepted by the Governor with remarks that demonstrated that he appreciates CLEAT’s political independence and values the input regarding law enforcement issues. It was Governor Abbott’s first visit to the current CLEAT headquarters. He had visited the former location on 13th when he was a candidate for the State Supreme Court. The election is November 6, 2018.

SUPPORT CLEAT PAC IN 2018

CLEAT PAC IS THE FIRST AND OLDEST LAW ENFORCEMENT POLITICAL ACTION COMMITTEE IN TEXAS.

WE ENDORSE CANDIDATES AND POLITICAL LEADERS WHO SUPPORT YOU, YOUR WORK AND YOUR RIGHT TO BENEFITS AND A DECENT RETIREMENT.

VISIT WWW.CLEAT.ORG/CLEAT-PAC/

The fight for Luis Nino and Kirk Massey

A Chief retirement, A federal lawsuit and it has just begun

When CLEAT suspects attempted union busting, we just fight harder. That’s what Brownsville Chief of Police is learning after firing first the President, then the Vice President of the Brownsville Police Officers’ Association.

Back in December of 2016, BPOA worked with the City Council to have their contract approved. In what was determined to be an act of retaliation by BPD Chief Rodriguez the attempt to disband the union began. Since this initial disagreement, BPOA has had five different presidents. That’s five presidents in a period of less than two years. Threats and intimidation made it impossible for BPOA officers to serve as president. The fifth and most recent president, Sgt. Luis Nino, made it clear to CLEAT that he was committed to strengthening the union and ensuring it was there to stay. With Regional Director of CLEAT Lt. Kirk Massey acting as Vice President to BPOA, CLEAT felt confident that with their training and BPOA’s motivation, they would be able to help BPOA persevere and achieve their goals.

Reacting to President Nino’s determination, BPD placed him under house arrest for a minor administrative issue involving use of non-departmental equipment in an emergency situation. Vice President Massey, having given Nino approval to use the equipment, was also placed under house arrest.

“CLEAT is working tirelessly to fight these unlawful terminations,” Charley Wilkison, CLEAT Executive Director said, “We refuse to tolerate bullying and union-busting, which are the tactics they are using to weaken BPOA and tear these officers from their careers, health care, and financial security.”

Attorney Craig Deats, CLEAT of Counsel, has initiated a federal lawsuit against the department. CLEAT will stick with these officers for as long as needed until they receive a just outcome.

Dallas (Continued)

just as an opportunity to bring CLEAT’s reputation to our members, we also see it as an opportunity to work with CLEAT across the state to bring in even more members,” said Aranda.

Dallas officers have seen serious issues involving shortage of officers, lack of funding for earned retirement and the shrinkage of wages and cost of living there. Officers have also complained about legal coverage by some unions as well as lack of transparency of officer charitable organizations.

CLEAT is funded solely by its members, answers only to the elected law enforcement officers who make up its Executive Board and Regional Directors and the larger Board of Directors who are elected Presidents of all the local affiliates.

South Texas Legal Victory

On 11-13-2017 Cameron County Jailer Albert Flores was demoted. During the Civil Service appeal on June 7, 2018 CLEAT argued the case in front of the Cameron County Civil Service Commission. The county’s office presented 6 witnesses which CLEAT Staff Attorney J. R. Ramirez was able to discredit. During the 4 hour long hearing, the commission modified the discipline in favor of CLEAT. Albert Flores was placed in the rank of corporal from the jailer status he had been placed on after the demotion.
The CLEAT Houston office held a “Meet and Greet” that allowed members and non members interested in CLEAT to visit with our attorneys and staff. Pictured: Mary Gonzales, Francene-Blair, Paul Barnes, Bridgette Brumbaugh and Jeanette Chamberlain

The CLEAT Field Services Division has grown so large in recent years that it takes two statewide mtgs to accommodate Staff. This is the second week of meetings. Tom Barbee, Southeast Texas; Steve Ayala, Rio Grande Valley; Ernie Flores, South Texas; Hans Marticiuc, Houston; Dwight Tiller, Field Services Director; and Jeff Hooten, Panhandle.

Nueces County Sheriff Officers’ Association President Joe Gonzalez and Treasurer Robert Collins celebrate the fight for retirement benefits being taken off of the agenda until further notice at the commissioners court meeting on August 12.

On April 19th, CLEAT had a booth at the Texas Tactical Police Officers’ Associations SWAT Conference in Houston. Pictured: CLEAT Field Services Coordinator Janet Cole

On May 15, Nueces County President Joe Gonzalez reported 11 new members! Welcome to CLEAT!

Carolyn Gilmore, Fort Worth POA, and CLEAT’s Chris Jones at Texas Gang Investigators Conference in San Antonio. June 25

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The Run for the Blue 5K was a success with over 5,000 participants. CLEAT Staff Attorney Robyn Trosper and CLEAT Communication Specialist Alex Price were both participants. The Dallas Police Department Appreciation Cook-Out was held at the NLLEO Headquarters. CLEAT President Sgt Todd Harrison and the CLEAT Cooking Team were on hand to serve our new members in Dallas.

Visiting with off duty members and feeding Liberty Hill officers and city staff at the Independence Day Spectacular. CLEAT has several hundred members who live in this zip code.

School Officers from around the state gather for training at Texas State University in San Marcos.

Members from Sheriff’s Employee Organization of Harris County and CLEAT staff signed up over 70 new members on May 10 at a corrections officers appreciation event at the jail in downtown Houston.

Welcome to the 28 new CLEAT members who signed up in Laredo. This is the largest Laredo Police Department Academy class in over a decade.

Harris County Constables are growing by leaps and bounds. The CLEAT Harris Co. Constable team gather recently to make sure service to members are in place.

CLEAT Affiliated local, Austin ISD Police Association attended the school board meeting. Last night the board approved a pay scale. This accomplishment was gained through attending school board meetings and meeting with board members.

Texas Crime Prevention Conference in Tyler, Texas.

Signing up new CLEAT members from Dimmit County Sheriffs Office.

CLEAT Field Rep Danny Arredondo and Hays Co. Law Enforcement Association President Michael Kirkwood visit with Texas Governor Greg Abbott prior to a news Conference at the CLEAT State Headquarters in Austin.
TEXAS PEACE OFFICERS MEMORIAL
2018
Susan’s financial expertise has long been acknowledged by past leaders who’ve been able to leave major financial issues in her hands and focus on other areas of CLEAT’s work. “For example, you see Charley Wilkison’s focus being on streamlining operations, membership and the Capitol,” said Rickman.

“He follows in a long line of leaders who have been able to turn their attention to other matters and have complete faith in the structure of Susan’s financial dealings.”

Executive Director Wilkison says he appreciates the financial best practices and safeguards that he saw implemented as a CLEAT rookie back in 1994. “CLEAT is in its current strong, pristine financial condition thanks in large part to the work of Susan Collins and her efforts to look around blind corners and keep our organization at the top of our game,” said Charley Wilkison, Executive Director.

A large part of our financial stability has come from the experience and expertise of Susan Collins and her team of experts at CLEAT Finance. After 31 years of jealously guarding CLEAT’s finances Susan has worked with three presidents and three executive directors.

“Having that much length of service has given Susan a fiduciary strength of experts at CLEAT Finance. Susan Collins’ history positively impacts CLEAT Finance Director Susan Collins speaking at a Union Best Practice training in Houston.

Full page newspaper ads in Austin American Statesman and Silsbee Bee demonstrate CLEAT’s commitment to officer unions.

HELP WANTED!
Do you love Austin and have an open mind?

The Statesman Ad shook things up by inviting citizens to seek office.

The Silsbee Ad sought things up by inviting citizens to seek office.

In spite of the current political climate towards police officers, we are proud to support the hometown heroes who protect our businesses, homes and families.

We invite city leaders to return to negotiations with the Silsbee Police Association.

Let’s find a way to raise the pay and keep a fair workplace for our hardworking officers and their courageous families.

Peace Officers’ Memorial Foundation Scholarship Recipients

This year, there was a total of fifteen scholarships awarded to students around the state with over 60 applicants in total who applied. Scholarships were awarded to graduating seniors and students enrolled in a full-time college or university.

While all of the 2018 candidates were very qualified, the Committee ultimately selected those who indicated academic dedication, participated in well-rounded extra-curricular activities, and submitted the strongest essays. Rita Ostrander of The POMF Scholarship Committee said.

The recipients of the 2018 Peace Officers’ Memorial Scholarship are as follows:

Kate Johnson – Arlington, Harry Mejia – Brownsville, Andrew Leeton – Corpus Christi, Christiana Silva – El Paso, Maddlyn Sheffield – Amarillo, Brittany West – Seabrook, Katie McKee – Nacogdoches, Allison McKee – Nacogdoches


The mission of the Peace Officers’ Memorial Foundation is to honor and remember the law enforcement heroes who have given the ultimate sacrifice while protecting the citizens of Texas. The POMF not only offers college scholarships, but also sponsors the Annual Memorial Services at the Texas State Capitol and supports research to find all Texas Peace Officers who have made the ultimate sacrifice throughout Texas’ history.
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