

TO ALL TRAVIS COUNTY CLEAT MEMBERS!

Who has your back?

What organization has fourteen attorneys, including one Board Certified in Criminal Law and one in Civil Trial law, a former Judge, a former Commissioner of the Texas Commission on Law Enforcement Education and Standards, five former Police Officers, and two college professors? Three of these attorneys are located right here in Austin for your convenience.

Who has all these resources? **Every single Travis County member of CLEAT, that's who!** When you're a member of CLEAT, your back is covered 24 hours a day, 365 days a year. No other law enforcement labor organization in Texas can make that claim.

Every day, CLEAT's Legal Team represents members in cases ranging from written reprimands to terminations and law suits involving deputies and detention officers' rights under State and Federal law. For more than 30 years, CLEAT has done whatever it takes to insure that the rights of deputies and detention officers are protected and that they are not treated as second class citizens.

If you are the subject of an internal or administrative investigation and a CLEAT member, you should do the following things:

- Call Austin attorney John Curtis or Jannice Joseph to represent you during the investigation. They can be reached at the CLEAT Austin office at 512-495-9111; or by cell phone: John Curtis at or Janice Joseph at 512-791-7590.
- Either attorney will make an appointment for you to meet and discuss your case.
- If you are in internal affairs and think you need to speak to a CLEAT attorney, step outside and contact either John Curtis or Jannice Joseph at the above numbers and they will assist you during the investigation.
- They will represent you in the meeting with the Chief and/or Sheriff, and of course represent you in a civil service hearing.

If you have a critical incident involving an in-custody death, you can immediately reach an attorney 24/7 by calling 1-800-752-5328.

If you have an issue of a non-legal nature such as a grievance or other workplace issue, you should call CLEAT Staff Representative Tom Barbee at 512-665-6663 and he will assist you in resolving the problem.

All Travis County CLEAT members as well as Officers who aren't members but are curious about CLEAT, are invited to stop by our offices at 400 W. 14th Street here in Austin and talk to an attorney or staff member, and see why over 18,000 members in Texas choose CLEAT to represent them.

Just remember that as a Travis County member, CLEAT has your back!

About CLEAT

COMBINED LAW ENFORCEMENT ASSOCIATIONS OF TEXAS, CLEAT

Mission

To Ensure That Our Members' Rights and Interests are Protected by Providing Exceptional Legal Representation, Legislative and Political Power, Assistance in Labor Negotiations, and Leadership or Association Development.

Why We're Here

As a law enforcement professional your job is difficult, dangerous and often violent. You need someone in your corner standing up for you and fighting to protect you, your job and your family's income. CLEAT is the best, largest, and most respected organization fighting for Texas' finest.

Our mission is to ensure that you, as a CLEAT member, receive the professional respect, employment rights, and legal protections you deserve.

After all, your role in enforcing the laws and protecting the lives and property of citizens is the most important, fundamental job in Texas.

CLEAT has a rich history of relentlessly fighting to ensure that all Texas law enforcement professionals:

- Realize the full extent of your legal, political and employment rights,
- Work under conditions that permit the job to be done safely and effectively, and
- Earn fair compensation for the critically important work that you do and the sacrifices made daily by your family

CLEAT provides legal representation, lobbying and legislative representation, local political action, collective bargaining and negotiations support and a range of related field services. With more than 18,500 members across the state, CLEAT is the largest police officers' union in Texas, the largest legal services provider in Texas specializing in representing law enforcement officers, and the largest alliance of local police officers' associations in Texas. More important, we possess the world-class experience, resources and the will to bring **STRENGTH, JUSTICE and UNITY** to everything from local contract negotiations to critical incidents.

A cursory Look at CLEAT

- The largest law enforcement officers' union in Texas, the state's largest legal services provider specializing in representing law enforcement officers, the largest, most experienced and effective team of collective bargaining experts, and
- Primary services: legal representation, political action, collective bargaining and negotiating support
- \$10,000 line of duty death benefit
- Founded in 1976 by 400 visionary police officers from all over Texas.

- More than 18,500 members, and nearly 100 affiliates across Texas
- The CLEAT State Headquarters is located in Austin, with regional offices in Arlington, Beaumont, Corpus Christi, El Paso, Fort Worth, Harlingen, Houston, Mesquite, San Antonio
- Professional staff of over 40 dedicated employees, a legal staff of 20 including 16 lawyers, 10 field service representatives, and two full-time registered lobbyists.
- CLEAT finances are protected by an elected Finance Committee, full-time finance and membership staff with external independent audits throughout the year. Our books are always open to members.
- Governance: President/Board of Directors elected by membership.
- Founder of the Peace Officers' Memorial Foundation (POMF).
- Members include city police, deputy sheriffs and corrections officers, state law enforcement officers and federal officers who are assigned in Texas.

CLEAT Divisions are:

- Administrative, including Membership and Finance.
- Field Services, including Local Collective Bargaining Negotiation, Recruiting and Training.
- Legal Services, including individual legal representation and legal representation to affiliated local unions.
- Public Affairs, including Communication, Legislative, Political Action, and Special Projects.
- Peace Officer Memorial Foundation, all divisions and all employees volunteer for this charitable foundation that benefits the families of fallen officers.

Public Affairs



CLEAT's Public Affairs Division from left to right: Chris Jones, Melinda Griffith and Charley Wilkison

If law enforcement officers ever have a reason to think about CLEAT Public Affairs they would naturally think about the successful political battles involving the state legislature or commercials developed for local political battles across the state. CLEAT was the first to advocate fulltime in the state legislature and have a proud record of over 35 years of accomplishments. We lobby the state legislature and you can read all about our most recent legislative agenda or legislative highlights from years past. CLEAT believes the next session of the state legislature begins as soon as the last one ends. Our focus on growing local PAC's and campaigning to elect our friends in the state legislature as well as remove those who are your enemies makes this part of the Public Affairs assignment a fulltime operation.

And while it's true that other divisions like Legal or Field Services often call on Public Affairs to inflict pain on the enemies of Texas law enforcement –that's not our only job either.

The Public Affairs Division also serves as the official spokesperson for CLEAT in the media. By helping to plan the annual convention, planning memorial services and raising funds with our charitable sister organization, the Peace Officer Memorial Foundation, as well as assisting in the annual training academies we help other divisions of CLEAT with the public face of our organization. We develop all publications and maintain the website, Facebook pages and assist locals in communication with local members. We work with other divisions to develop political messaging, build creative media to help win collective bargaining, civil service, pay raise or manpower elections and change the image of local unions with local voters and opinion leaders. Whether its polling statewide or locally, whether it's helping associations to become more politically assertive, or helping build local Political Action Committees, CLEAT Public Affairs fights hard to be the rapid response team.



TCSOA VP Frank McIntyre

The FOP does not have the above here in Texas.