

AUGUST 25TH - 29TH 2026



CONVENTION JOURNAL

featuring the
Autumn Edition 2026



P.U.N.®

POLICE UNION NEWS

Paris Hotel Las Vegas
3655 S Las Vegas Blvd, Las Vegas, NV 89109

WELCOME TO I.U.P.A.CONV

The International Union of Police Associations is the only union chartered exclusively for law enforcement and law enforcement support personnel. While I.U.P.A.'s officers, active and retired law enforcement officers, fight to improve the lives of their brothers and sisters in law enforcement, I.U.P.A. works to improve legislation that protects and affects public safety officers, as well as representing the needs of law enforcement officers and support personnel, whether that be for better equipment, more staff or a fair wage.

As an attendee, you will have the opportunity to meet with law enforcement officers across this great nation. You can walk through the Exhibit Hall that offers a wide range of products and services of interest to you and your local. We count on you for effective law enforcement and the I.U.P.A. is here to help supply you with the tools you need to get the job done! We look forward to hosting you and are eager to hear the insights you will bring from your own perspectives as law enforcement personnel!



Sam A. Cabral
I.U.P.A. International President



Michael V. Crivello
International Secretary-Treasurer



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CONVENTION 2026!

LAS VEGAS, NEVADA

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AGENDA

TUESDAY (August 25, 2026)

7:00am – 8:30am	Breakfast (on your own)
8:00am – 5:00pm	Delegate Registration - Registration Desk
8:00am – 5:00pm	Exhibitor Set Up - Concord B

WEDNESDAY (August 26, 2026)

7:00am – 8:30am	Breakfast (on your own)
7:00am – 5:00pm	Delegate Registration - Registration Desk
8:00am – 9:00am	Exhibitor Area Open - Concord B
8:30am – 4:30pm	Committee Meetings - Bordeaux/Chablis
12:00pm – 8:00pm	Exhibitor Area Open - Concord B
4:30pm – 7:30pm	Reception/Exhibitor Area Open - Concord B

THURSDAY (August 27, 2026)

7:00am-8:30am	Breakfast(on your own)
7:00am – 2:30pm	Delegate Registration - Registration Desk
8:00am – 9:00am	Exhibitor Area Open - Concord B
9:00am	2026 Convention Call-To-Order - Concord A
Presentation of Colors	, Pledge of Allegiance, Invocation, Quill & Badge Award, International Honorary Associate Award, Speaker, Credentials Committee Report, Roll Call, Fallen Officers Presentation, Speaker, Rules Committee, Minutes, Nominations/Elections, Constitution Committee Report, Speaker, Closing
10:00am – 12:00pm	Exhibitor Area Open - Concord B
3:50pm	2026 Convention Recesses Until Friday
4:00pm – 6:00pm	Exhibitor Area Open - Concord B

FRIDAY (August 28, 2026)

7:00am – 8:30am	Breakfast (on your own)
7:00am – 2:30pm	Delegate Registration - Registration Desk
8:00am – 9:00am	Exhibitor Area Open – Concord B
9:00am	2026 Convention Reconvenes - Concord A Call to Order, Roll Call, Speaker, President’s Report, Speaker, Resolutions Committee Report, Speaker, Secretary-Treasurer Report/Budget & Finance Committee Report, Speaker, Legislative Committee Report Judicial/Legal Committee Report, Speaker, Closing
1:00pm – 3:00pm	Exhibitor Area Open - Concord B
3:50pm	2026 Convention Recesses until Saturday
4:00pm – 8:00pm	Reception/Exhibitor Area Open - Concord B

SATURDAY (August 29, 2026)

7:00am – 8:30am	Breakfast (on your own)
8:00am	Exhibitor Area Break-Down
9:00am	2026 Convention Reconvenes - Concord A Call to Order, Roll Call, Speaker, Resolution Report, Speaker, Resolution Report, Benediction Swearing in Ceremony *all spouses & guests invited to attend ceremony
12:30pm.....	Convention Adjourns
12:30pm – 2:00pm.....	I.U.P.A. Executive Committee Board - Burgundy

I.U.P.A. Executive Officers



Sam A. Cabral
I.U.P.A. International President

Sam A. Cabral was re-elected as the International President of I.U.P.A. in August of 2022. President Cabral began his law enforcement career with the Defiance, Ohio Police Department in 1965 and he retired in 1991 as a Detective Sergeant in charge of the Defiance Detective's Bureau.

In 1988, Sam was elected as the International Vice President of I.U.P.A. In 1990, he was elected as the International Secretary-Treasurer. He has served as the International President of I.U.P.A. since 1995. As the International President, Cabral leads the only union that exclusively represents rank and file law enforcement officers, EMS workers, and corrections officers in Canada and the United States, including the U.S. territories of Puerto Rico and the Virgin Islands.

Sam's law enforcement and labor background began when his peers elected him as the Chief Union Steward at Campbell Soup for four years before joining the police force. After joining the force, he affiliated the Defiance Police Officers with I.U.P.A. and became President of Local 166 in 1978.

His educational background includes attending Defiance College, University of Toledo where he earned his Criminal Justice Degree. He has studied at the George Meany Center for Labor Studies in Washington, D.C. and is a 1978 graduate of the 113th Session of the National FBI Academy.

President Cabral currently serves on American Income Life's Labor Advisory Board as well as various federal law enforcement task forces.

President Cabral has testified before the United States Congress promoting legislation designed to improve both law enforcement policy and the conditions under which police officers work. He has guided legislation that has directly, or indirectly, affected law enforcement officials, such as being appointed in 1994 to the Congressional Commission on Crime Control, responsible for developing the 1994 Omnibus Crime Bill.

In addition, Sam ensures that the I.U.P.A. is the front-runner in serving as the members' advocate for local, state, and federal issues that are important to law enforcement. Many issues that he has fought hard for include an increase in the number of officers available to police departments, the rights of police officers, age discrimination, as well as overtime pay cuts.



Michael V. Crivello
I.U.P.A. International
Secretary-Treasurer

Michael V. Crivello started his law enforcement career in 1986 with USAF Security Police. During his career in the military/National Guard he deployed to over twenty countries. He served at the Pentagon and State Headquarters; he was forward deployed in response to the 9-11 attacks; and retired as a Command Chief Master Sergeant in 2009.

Mike Crivello retired from the Milwaukee Police Department after completing greater than twenty-seven years of service [1991-2019]. Throughout his career, he had worked many assignments starting in patrol; was on the ground floor of the creation of the, now, very credible beat/bicycle program; served on a Federal Task Force; performed undercover work in the Vice Control Division; while working in the Sensitive Crime Division, he specialized in crimes against children; he worked various assignments in the Criminal Investigations Bureau; and he also served as an adjunct instructor, specializing in Defense and Arrest Tactics (DAAT). Mike completed his career in the promoted rank of Detective.

Mike has been a successful Milwaukee Police Association Steward and Trustee, with an undeniable focus toward membership care. He served as the Union President from 2010-2018. As President, he was the Chair of Bargaining, Executive Committee, Fire and Police Commission relations, Legal Claims, Public Relations and Publications, and an Ex Officio of all other committees. As President, he was also a registered Lobbyist. With many successes and accomplishments – under his leadership, he maintained collective bargaining for public safety, lifted the salaries of his membership greater than twenty-seven percent, and repealed a seventy-eight-year draconian law which prohibited the individual choice of residency – members were finally permitted, by law, to live beyond the limits of the city boundaries.

Mike currently serves the members of the I.U.P.A. as the International Secretary – Treasurer.

“It is an absolute great honor to be associated with the finest men and women of law enforcement – members of the I.U.P.A. It is my personal pledge to work tirelessly to ensure the greatest level of care and assistance to our Locals.”

I.U.P.A. Executive Officers



Maria Kazouris
I.U.P.A. General Counsel

Maria is a native of Tarpon Springs, Florida and a graduate of Tarpon Springs High School. She also attended secondary school at the St. Nicholas Greek School where she was honored as a Lady's Philoptochos Fellowship recipient. She is bilingual in Greek.

Maria received her Bachelor of Science degree in Criminal Justice from the University of Central Florida with a 3.86 GPA. Thereafter, she attended law school at Quinnipiac University School of Law in Hamden, Connecticut where she received honors for Academic Achievement in Juvenile Law, Service to the Community, and the Connecticut Title Insurance Company.

Maria is licensed to practice law in both Florida and Connecticut. After law school, she worked as an associate for a law firm in New Haven, CT, but because of the long winters, she relocated back to Daytona Beach, Florida and worked as an Assistant State Attorney throughout the 7th Judicial Circuit prosecuting such offenses as DUI, drug possession, theft, and battery.

Upon leaving the State Attorney's Office, Maria served as counsel to public employee labor unions representing members, including law enforcement and school employees. Additionally, Maria has hosted countless seminars to train representatives across the State of Florida on issues affecting union members such as: how to avoid discipline, grievance vs. gripe, collective bargaining, and Drug Free Workplace issues. After approximately 20 years of legal practice, in January 2022, Maria joined the I.U.P.A. team as its General Counsel where she proudly represents law enforcement officers here at home and abroad.



Dennis Slocumb
I.U.P.A. International Executive
Vice President Emeritus/Legislative
Director

Dennis Slocumb was elected to the position of International Executive Vice President in July 2000 and re-elected in 2008. In 2012, Dennis retired from his role as Executive Vice President and the I.U.P.A. granted him the title International Executive Vice President Emeritus. In his current capacity, he serves as the principal I.U.P.A. legislative liaison to the United States Congress on federal legislation affecting law enforcement.

Dennis came to the International from the Los Angeles County Professional Peace Officers Association (PPOA), which represents over 6,000 sworn and non-sworn law enforcement professionals. In 1998, Dennis was elected to serve as the President of the PPOA.

He is a 32-year veteran of the Los Angeles County Sheriff's Department, where he worked a variety of assignments in patrol and detective units, including time with the Special Investigators Unit, and attained the rank of Detective Lieutenant. In addition to his long and dedicated service with the Sheriff's Department, Dennis also served for four years in the United States Navy, including a tour aboard the USS Kearsarge (CVS-33) as an Aviation Anti-Submarine Warfare Technician. He holds degrees from the University of California at Redlands and Compton Junior College.

Dennis is married to the former Nancy Pierce, and they have one son.



HENRY

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Board of Directors



Christopher Tracy
Vice President Region 1

Chris Tracy currently serves as the elected President of the Washington Council of Police and Sheriffs (WACOPS), the oldest and largest organization representing law enforcement professionals in Washington State, with more than 6,000 commissioned officers of all ranks across the state. Chris was first elected President of WACOPS in 2019 and was sworn in to his third term in office in February 2025. As a labor leader, Chris has been a national liaison to the PORAC Legal Defense Fund's Board of Trustees, and one of the leading voices working to help create the West Coast Coalition, which brought together the largest statewide law enforcement organizations from California, Washington, Oregon, Hawaii, and Alaska to give a national voice to the challenges unique to policing on the west coast and address our current recruiting and retention crisis. Chris previously served multiple terms as President, Vice President, and Trustee of the Tacoma Police Union, I.U.P.A. Local #6.

As an elected advocate for the law enforcement profession Chris has been invited to the White House; attended numerous meetings with Members of Congress, State Legislators, and City Leaders; testified during legislative committee hearings and city council meetings; and attended multiple Bill signings. Chris has also been invited to participate in multiple forums with the Department of Justice's COPS Office, and been published for his contributions, first for an essay on collaborative leadership, and then for his participation in a national rank-and-file forum. In addition, Chris has been appointed to serve on several local, state, and national task forces and work groups, covering a range of issues, including use of deadly force; shift schedules; vehicle pursuits; fiscal sustainability; body worn cameras; and Post Traumatic Stress. Most recently, Chris was appointed by the Governor to serve on the LEOFF Plan 2 Pension Board, and by the Behind the Badge Foundation to serve on the Washington State Law Enforcement Memorial's Selection Committee.

Chris has given numerous presentations on a multitude of topics ranging from use of force policies, laws, and legal updates; healthcare and collective bargaining; police accountability and legal defense; and updates on federal and state legislation. Chris has also served on multiple bargaining teams, negotiated several collective bargaining agreements, been involved in several mediations and discipline arbitrations, and represented numerous officers in internal investigations. He currently serves as a police detective in Washington State for the Tacoma Police Department.



Johnny Ngo
Vice President Region 2

Johnny Ngo is currently an Executive Board member of the Salt Lake Valley Law Enforcement Association (Local 77) and was previously the president of the Association from 2016-2021. Johnny is now the current Region 2 Vice President.

Johnny began his career in 2011 with the Unified Police Department in Salt Lake City, Utah, which serves many communities in the Salt Lake area. Johnny has been assigned to the High-Risk Victims Unit, a narcotics investigator assigned to the DEA Metro Narcotics Task Force for seven years and currently a gang detective assigned to the Salt Lake County Metro Gang Unit.



Tony Ragsdale
Vice President Region 4

Tony retired from active duty in 2019 after serving over 37 years as a Texas Police Officer. Tony served over 33 years with the City of Pasadena, Texas, as well as over 4 years with the City of Houston, Texas. Tony was a founding Board Member of the Coalition of Police and Sheriff's Local 911 and is currently serving as the President of Coalition of Police, I.U.P.A. Local #911.

Tony was elected as the Vice President of Region 4 in 2011 and served several years as the Law Enforcement Chairman of the Law Enforcement Officers Relief Fund Golf Tournament.



Wesley Perryman
Vice President Region 5

Wesley Perryman lives in Conway, Missouri and works for Lebanon Police Department. With a decade of service, Wesley has a strong interest in professional standards, legal frameworks, and administrative procedures that guide policing. He has been actively engaged in understanding policies affecting officers, including retirement structures, labor representation, and due process protections during internal investigations. His involvement with the International Union of Police Associations (I.U.P.A.) reflects a commitment to advocating for fair working conditions and ensuring that officers understand the rights and protections available to them under Missouri law.

Outside of his professional responsibilities, Wesley is a devoted family man who is married and the father of four children. He enjoys the quieter pace of rural life and maintains a small farm where much of his free time is spent working outdoors with his family. Hunting and fishing are among his favorite pastimes, reflecting both his appreciation for nature and the traditions of Missouri outdoors. Life on the farm allows him to balance the demands of law enforcement with family life, providing a place where hard work, self-reliance, and time spent with family together remains as core values.



Alex Ayala **Vice President Region 6**

Alexander C. Ayala is the President of the Milwaukee Police Association, representing more than 1,300 Milwaukee police officers and detectives. A veteran law enforcement officer with over two decades of service, Ayala began his career with the Milwaukee Police Department on September 5, 2000, and has served the membership as a Trustee, Vice President, and now President of the Association.

Throughout his leadership, President Ayala has been heavily involved in contract negotiations, officer representation, critical incident response, and advocating for fair wages, benefits, and protections for law enforcement professionals. Ayala has represented officers through multiple officer-involved shootings, critical incidents, and the line-of-duty death of Officer Kendall Corder.

Known for his strong advocacy, media presence, and involvement with state and local policymakers, President Ayala continues to focus on leadership, member representation, and strengthening the profession while supporting the officers and families who serve the City of Milwaukee.



Michael Haynes **Vice President Region 7**

Mr. Michael Haynes began his law enforcement career for the Toledo Police Department in 1999, primarily serving as a Field Training Officer and Crisis Intervention Team officer within Field Operations, with a brief tenure in Community Services. He dedicated a significant portion of his time to union activities, initially as a steward, then as a trustee, and ultimately being elected President of the TPPA in 2018. Under his leadership, the union achieved its largest salary increases to date.

Currently, Michael holds the position of Region 7 Vice President of the International and is an active member of both the Budget and Finance Committee and the Political Action Committee. His commitment lies in influencing state and federal politics, as well as pension boards, to enhance the welfare of the union brotherhood.



Chris Stewart **Vice President Region 8**

Mr. Chris Stewart served for seven years with the Livingston Parish Sheriff's Office prior to his service with the Baton Rouge Police Department in uniform patrol, financial crimes, major assaults, intelligence, and he was assigned to the Joint Terrorism Task Force (JTTF) for four years while in intelligence.

Stewart was the Vice President of Baton Rouge Union of Police, I.U.P.A. Local #237 from 2003 to 2005, then serving as President from 2005 to 2017. He was the longest serving President of I.U.P.A. Local #237 to date at twelve years. Stewart served in his union capacity and his regular law enforcement duties simultaneously. The union position was not a paid position. He successfully led negotiations for the largest pay increase in Baton Rouge Police Department history at 27% in 2007.

Stewart conducted lobbyist activity in the Louisiana Legislature from 2005 to the present where he passed many pieces of legislation, including the police officer bill of rights and other state issues affecting membership in a positive way. He led the union to help elect the first African-American Mayor in Baton Rouge history. Additionally, he worked on the District Attorney race, 3 district judge races, the Sheriff's Office race, and the Governor's race; helping to secure victory in all and serving on each transition team with direct input from the labor side of law enforcement.

Stewart served in the United States Marine Corps from 1988 to 1996 in a combat role. He had an honorable discharge. He holds a Bachelor's Degree in Business Management and has attended numerous law enforcement and union schools, seminars, etc. He was appointed to serve on the I.U.P.A. Executive Board from 2018 to the present. He is also the Louisiana Law Enforcement Association Executive Director.



Scott Johnson **Vice President Region 9**

Scott Johnson was elected to the position of Vice President of Region 9 in 2020. Scott has served as an I.U.P.A. Local #6015's President since its inception in 2008. Over the years, Local #6015 has sustained a 100% membership within the agency and aided in bringing on two other Locals for our Lieutenants and Sergeants Union Representation. Scott serves now as the honorary Executive Director for Local 6015.

Scott began his career in 1994 working for the Port St Lucie Police Department. He has served 17 years as Assistant Team Leader for CNT/SWAT. He also served as a Traffic Homicide Reconstructionist and Motor Officer for just over 17 years. Since 2000, Scott has been one of the Agency's High Liability Instructors in Firearms, TASER, Defensive Tactics and Driving, and served as one of the Agency's Training Coordinators, and retiring at the rank of Master Officer.

After Scott's retirement from the Port St Lucie Police Department in March of 2025, he joined the St. Lucie County Sheriff's Office as the Career Development Manager, where he currently assists personnel with career path goals and objectives. Scott earned his Bachelor's degree in Organizational Management from Palm Beach Atlantic University in 2000.

Board of Directors



Brian Luciano
Vice President Region 10

Brian "Lucky" Luciano is the son of a retired Paterson, New Jersey Police Officer and the brother of a retired Charlotte Mecklenburg Police Officer. Prior to his service in law enforcement, Luciano worked for the U.S. Department of Defense Picatinny Arsenal in New Jersey and began his career with Virginia Beach Police Department in 1997 where he was promoted to Master Police Officer in 2003 and served as a Field Training Officer and as a C.I.T. Officer/Instructor. In his many years of service with VBPD, he has been assigned to the Ocean Front Motorcycle Squad, the Second Precinct Community Policing Squad, and both day and evening ocean front summertime beat squads. Luciano has been honored with several awards, including Officer of the Quarter in 2018; the Department Class Act Award in 2017, 2018, and 2020; the Department Service Award; and four medals for his lifesaving actions.

Luciano was elected to the Virginia Beach P.B.A., #34 Board as Second Vice President in 2005 where he created a new Members Benefits Package for Morale and Welfare. He was elected as President in 2013 where he has grown the membership from mid-200s to over 470; added a Mental Health Clinician to the staff, the first of their kind in Virginia; championed many mental health bills in Richmond, including the passage of a bill that requires that PTSD in peers be taught each year during in-service training; and lobbied for better pay and benefits for law enforcement professionals at all levels of government, both local and federal. He was elected as the Regional Vice President for Region 10 in 2022. Luciano has 42 letters of recognition and 10 certifications, which include, but are not limited to, Member VA Gang Investigators Association, VA Community Policing Institute on Anti-Terrorism, U.S. DOJ on Highway Interdiction, Commonwealth of VA DCJS on Sovereign Citizens, and Anti-Government Groups.

Luciano retired from Virginia Beach Police Department in 2024. Also in 2024, the Virginia Beach P.B.A., #34 elected him as the Executive Director and in November 2025, he was sworn into the Virginia Beach Sheriff's Office as a Deputy serving in its Criminal Intelligence Unit.



Ronald Wilson
Vice President Region 11

Mr. Ronald Wilson grew up in Buffalo in a large law enforcement family. His mother was married to a Buffalo Police Officer who was killed in the line of duty in the late 1960s with whom she had four kids. She married his father who was a Lackawanna Police Officer four years later. Wilson began his law enforcement career with the New York State Police in January of 2002. He was a trooper until 2011 when he was promoted to Sergeant. In 2013, Wilson was appointed to investigator where he worked general assignment (backroom) and then to Major Crimes in 2018. From 2021 to present, he worked the street crime unit and now is in a supervisory role as a Senior Investigator since June of 2025.

Wilson's interest in labor management was to follow in his father's footsteps as he was elected president to his agencies PBA in the late 1970s. He was an alternate delegate from 2020 until he assumed the role as Troop A (Western New York) delegate of the New York State Police Investigators Association.



Jim Torsak
Vice President Region 13

After serving for over nine years in the U.S. Army as an Infantry Officer, Jim Torsak entered the law enforcement profession. He has been employed by the Lakewood Police Department since January of 2002. He spent eight years on the S.W.A.T. team and is a firearms instructor. Jim has worked uniformed patrol, gang and fugitive unit, vice, intel, and as a task force officer on a federal task force. Jim is currently assigned as a training officer at the police academy.

Jim got involved in the labor movement in 2007 and has served as the President of the Lakewood Police Union, Local 303 and as the I.U.P.A. Vice President of Region 13 since 2008. He was re-elected in 2022. As Region 13 Vice President, he represents the states of Colorado, Idaho, Montana, and Wyoming. Jim is a member of the I.U.P.A. Budget and Finance Committee.



Jorge Méndez Cotto
Vice President Region 14

Jorge Mendez Cotto joined Puerto Rico Police in 1979. He has always stood up for the rights of public servants. In the year 1999, Jorge began the fight for the rights of civilian employees working for the Puerto Rico Police, thanks to Law 45 – giving employees the right to form a Union. Once the Union was created in 2000, Jorge has served as the Executive Committee Treasurer.

In December 2006, elections were held to appoint a new Executive Committee. Mr. Jorge Mendez Cotto was nominated for President and elected by the membership. Shortly after, Jorge along with the Executive Committee and Board, created a Collective Bargaining Agreement granting wage increases in favor of the civilian employees who are represented under Empleados Civiles Organizados (ECO.) Jorge serves on I.U.P.A.'s Constitutional Committee and was elected as the Region 14 Vice President, representing members in Puerto Rico, the Caribbean, and the Virgin Islands.



Anthony Solfaro **Budget & Finance Committee Member-at-Large**

Anthony is the President of New York State Union of Police Associations (NYSUPA) and has been since the inception of the Association in 1993. He graduated from Dickinson State University in North Dakota in 1970. He had prepared to become a teacher, but law enforcement called him. Anthony began his career in May of 1971 with the Rockland County Sheriff's Office in his home state of New York. As "at will" employees without any collective bargaining agreement or civil service protections at that time, he knew things needed improvement. He and others formed that agency's first union for Deputy Sheriffs/Correction Officers. Shortly thereafter, Anthony became its President. By then, they had worked for and obtained civil service protection and were certified by the New York State PERB.

Anthony vested his pension and left the Sheriff's Office in July of 1981 due to promotional opportunities not being afforded to him based on his union activity. He went to work for a law firm representing police and correction officers as a labor relations consultant. He later became the Office Administrator of the law firm, as a non-attorney, overseeing thirty-seven attorneys and thirty-five support staff. After eleven years, he left that position and began his own consulting firm, assisting law enforcement associations throughout the State of New York with their labor related matters.

A chance meeting with former I.U.P.A. President Eddie Kiernan, led to four meetings in late 1992 with Eddie, Bob Kliesmet, the then current President of I.U.P.A., and Sam Cabral, the then Secretary/Treasurer and future and current President of I.U.P.A. Anthony describes several train rides from New York to Washington D.C. with Eddie, where plans were discussed to have an I.U.P.A. presence in New York. The initial business plan was written on a napkin on the last train ride back to New York, and in 1993, without an office, no membership, and taking a financial risk, NYSUPA was created and chartered by I.U.P.A. on June 1, 1993. Today, NYSUPA represents several thousands of members in towns, villages, and cities throughout New York State. Anthony was the first Region 11 Vice President of I.U.P.A., from 1996 – 2004. He was appointed at the August 2017 Convention by President Cabral to the Legislative at Large seat of the I.U.P.A. Board of Directors. In May of 2021, President Cabral appointed Anthony to the Budget and Finance at Large seat of the I.U.P.A. Board of Directors. He was nominated in June of 2012 by President Cabral to serve as a Vice President on the New York State AFL-CIO Executive Council, and has been re-elected several times to date at their conventions. Over the decades, Anthony has written, lobbied, and seen passed into law several key pieces of legislation that have impacted the lives of the law enforcement community in New York.



Derek White **Legislative Member-at-Large**

Mr. Derek White is a Lieutenant with the Oklahoma State Bureau of Investigation, the state's premier investigative agency, where he serves as the Bureau's liaison to the Oklahoma Legislature. In this role, he provides strategic counsel on legislative matters, advances the agency's policy and funding priorities, and ensures clear, effective communication between state lawmakers and the OSBI.

Lieutenant White brings more than two decades of law enforcement experience, with a career distinguished by his specialization in violent crime investigations and his commitment to strengthening public safety across Oklahoma. He holds a Bachelors of Science in Criminal Justice Administration from Mid-America Christian University.

In addition to his operational and legislative responsibilities, Lieutenant White is the first Past President of the OSBI Agents Association, where he provided leadership on behalf of the Bureau's commissioned agents and helped advance organizational initiatives supporting professionalism, training, and member welfare.

His dedication to public service extends beyond law enforcement. Lieutenant White has served his community as both a town councilman and mayor, demonstrating a sustained commitment to responsible governance and civic engagement. Lieutenant White and his wife, Christina, are the proud parents of three children and remain actively involved in their community.



MEMPHIS ASSOCIATION

LOCAL #318 | 1900+ MEMBERS



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VICE PRESIDENT
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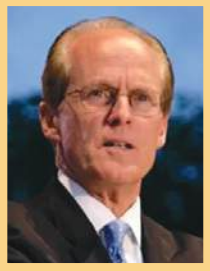
CHIEF STEWARD
KEN
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SGT AT ARMS
WILL
WALKER

SERVING ★ **SUPPORTING** ★
STRONG. MPA STRONG.

INVITED SPEAKERS



CRAIG W. FLOYD

Founder and President of Citizens Behind the Badge

Craig W. Floyd currently serves as the founder and President of Citizens Behind the Badge (CBB), a nonprofit advocacy organization formed in 2020 to end the disastrous “defund and defame the police” movement and ensure that our nation’s law enforcement professionals receive the support and resources needed to keep America safe.

He is the host of two popular podcasts produced by CBB, “Heroes Live Forever” and “Heroes Behind the Badge,” which feature stories of law enforcement’s fallen and living heroes. Craig is also the Founding Chief Executive Officer Emeritus of the National Law Enforcement Officers Memorial Fund (NLEOMF), a nonprofit organization established in 1984 to honor the service and sacrifice of America’s law enforcement officers. He retired from the Memorial Fund at the end of December 2018 after 34 years at the helm.

Under his leadership, the National Law Enforcement Officers Memorial was built and dedicated in October 1991. Today, that monument stands proudly in our nation’s capital as a richly deserved tribute to America’s peace officers. More than 24,000 fallen law enforcement heroes have their names inscribed on that Memorial, dating back to the first documented fatality in 1786. Over the past four decades, he has been one of law enforcement’s leading advocates — delivering speeches, hosting radio shows and podcasts, publishing books, writing articles, and conducting media interviews. His work as a Congressional aide, journalist and nonprofit leader has been widely credited with increasing public respect and appreciation for the law enforcement profession and saving officers’ lives.

The NLEOMF was successful in obtaining Congressional approval of a public law authorizing the establishment of the National Law Enforcement Museum on federal land adjacent to the Memorial. Craig led the 20-year campaign to build the Museum, which opened in October of 2018 and, along with the Memorial, has become an American treasure. As NLEOMF Founding CEO, Craig spearheaded a number of other important projects to honor our nation’s law enforcement officers. They include enactment of a federal law authorizing all American flags to be flown at half-staff on “Peace Officers Memorial Day” (May 15); publication of the book, *To Serve and Protect: A Tribute to American Law Enforcement*; and enactment of a federal law authorizing 500,000 commemorative silver dollars to be issued by the U.S. Mint honoring the service and sacrifice of America’s law enforcement officers and their families. He also launched a historic initiative called “Destination Zero” — the nation’s premiere law enforcement safety program with a goal of reducing officer fatalities to zero.

Prior to his work with the Memorial Fund, Craig served for 10 years (1978-1988) as Legislative Assistant for U.S. Representative Mario Biaggi (Ret.), a New York City police legend, and the founder of the National Law Enforcement Officers Memorial Fund. Craig holds a bachelor’s degree from The George Washington University in Washington, DC. He resides in Alexandria, VA, with his wife, Veronica.



MIKE FULLERTON

Assistant Secretary, Office for State and Local Law Enforcement

Mike Fullerton serves as the Assistant Secretary for the U.S. Department of Homeland Security (DHS) Office for State and Local Law Enforcement (OSLLE). Assistant Secretary Fullerton brings deep institutional knowledge and proven leadership to the role, having previously served as the Executive Director at OSLLE from its creation in 2007 through 2009. Additionally, he has over 25 years of experience working with Congress and the private sector, with a focus on the public safety market. At DHS, Assistant Secretary Fullerton serves as the Secretary’s chief advisor on matters relating to state, local, tribal, territorial, and campus (SLTTC) law enforcement’s role in protecting communities and safeguarding the homeland. Assistant Secretary Fullerton understands the critical importance of strong partnerships between DHS - the largest law enforcement organization within the Federal Government - and our SLTTC law enforcement partners. Under his leadership, OSLLE tirelessly works to ensure that the interests and perspectives of our law enforcement partners at the state and local level are understood and considered as DHS formulates policies, programs, initiatives, and operations.



EDWARD M. FISHMAN

PORAC Legal Defense Fund Administrator

Mr. Edward Marc Fishman is the current PORAC Legal Defense Fund Administrator. Before attaining his position as the Legal Administrator in July 2007 he had a solo practice in Petaluma, California known as the "Law Offices of Edward Marc Fishman" which he opened in March of 1993. There his practice emphasized in litigation and administrative/ labor law. Mr. Fishman has had the joy of building his business from the ground up and he has obtained much success.

Early in his years of practice, he represented a variety of peace officers in matters relating to their employment. With this type of experience and affiliation, he became a panel attorney for the PORAC Legal Defense Fund. As such, he has acquired an even larger array of experience and knowledge in representing officers and their associations in matters relating to administrative discipline, civil proceedings, criminal prosecutions, labor negotiations, and a variety of other related matters. His personal insight into the laws and policies of peace officers and their associations has and will continue to assist him as the Legal Administrator.

Mr. Fishman has had numerous achievements as a practicing lawyer, one of his most recent and notable accomplishment was for the defense of an officer who was alleged to be one of the members of the "Oakland Riders."

Edward Fishman was born and raised in Brooklyn, New York where he attended and graduated South Shore High School. In continuance of his education, he received a bachelor's degree in Rhetoric and Communication with a Business Minor at the State University of New York at Albany (in 1982). Shortly thereafter, upon moving to California, Edward obtained a Doctorate of Jurisprudence from Hastings College of the Law in the spring of 1991 and became a sworn active member of the California State Bar Association beginning in December of the same year.

Edward Fishman's vast knowledge and experiences have aided him in continuing to pursue a dynamic relationship between peace officers, attorneys, and staff, which Legal Defense Fund strives to ensure.



THOMAS RIZZO

Howell Township Police Department Investigations Division Commander

Tom began his law enforcement career in 2001, as a Patrolman with the Middlesex Borough Police Department (NJ). In 2004, he was hired by the Howell Township Police Department (NJ), where he is currently serving as the Investigations Division Commander at the rank of Captain. Tom formulated Howell Township Police Department's first Criminal Suppression Unit, where he has participated in a variety of search warrant executions, intra/inter-agency collaborations, and take-downs of distributors and violent offenders. Tom received a B.S. from the University of Central Florida in Criminal Justice, and an M.A. from Seton Hall University in

Human Resource Training & Development. Tom graduated the West Point Command & Leadership Academy in 2009 and was invited to return as an Instructor of Group Leadership Theories.

Tom has been both a Police Academy and Department Instructor. Tom has been an Adjunct Professor with New Jersey City University Schools of Management, Criminal Justice, and Professional Securities Studies since 2012, while also teaching for Rutgers School of Public Affairs & Administration (2018) and Fairleigh Dickinson University (2019). In 2019, Tom started Walk the Talk Consultants, where he currently instructs courses built based upon leadership philosophies/resiliency/wellness/career fulfillment, titled, "Ivory Tower", "Operation L.E.A.D.", which have been presented nationally in over 45 states. In 2021, Tom published his first book, COPIKAZE, based upon a series of lessons to help navigate a career in the field of law enforcement and to clarify some of the industry intricacies for civilians, which reached #1 on Amazon Best-Sellers' list and has been adopted into several educational institutions' curriculum. Tom takes great pride in the constant pursuit of leading by example, while consistently being a student of human behavior. Tom currently consults with various private industries and corporations to assist with leadership complexities. In 2023, Tom became a Co-Host for the television show, "On Patrol Live" and in April of 2025 was inducted into the National Law Enforcement Officer Hall of Fame. Tom's most prized accomplishment would be the title of, "Dad" to his four amazing children.

INVITED SPEAKERS



CHARLES D. STIMSON

Acting Director of the Legal Policy Center and Senior Legal Fellow of National Security

Charles “Cully” Stimson is a widely recognized policy expert in crime control, national security, immigration, homeland security, and drug policy at The Heritage Foundation. Stimson is Acting Director of the Legal Policy Center and Senior Legal Fellow of National Security. He has also served as the Chief of Staff at Heritage three times and ran the transition for three Heritage presidential changes of command.

Stimson writes, lectures, and testifies on a wide array of policy issues such as the law of armed conflict, terrorist detainee policy, military commissions, criminal law and the death penalty, immigration and the war on drugs.

Stimson’s work in criminal law includes an Amazon top-rated book, *Rogue Prosecutors: How Radical Soros Lawyers Are Destroying America’s Communities*, co-authored with Heritage Legal Fellow Zack Smith. Additionally, he wrote a comprehensive study on the constitutionality of life sentences for teen-age murderers entitled *Adult Time for Adult Crime*; a ground-breaking paper detailing the inner workings of the military justice system compared to its civilian counterpart entitled *Sexual Assault in the Military: Understanding the Problem and How to Fix It*; the use of DNA and third-party genetics databases to solve crimes and the fourth amendment; *The First Step Act*; and more. His work on criminal and immigration law has been cited in briefs before the U.S. Supreme Court.

His work on national security issues includes a paper on the 2001 Authorization for Use of Military Force and its applicability to ISIS; a paper explaining FISA Section 702 and its importance in the collection of foreign intelligence; issues related to closing the terrorist detention facility at Guantanamo Bay Cuba; a major paper on why repealing the 1991 and 2002 Iraq war authorizations is sound policy; and other papers. He testifies before the U.S. Senate and House on national security issues and testified most recently in December 2021 before the Senate Judiciary Committee on closing Guantanamo.

Stimson’s work on immigration policy includes a novel paper entitled *Enforcing Immigration Law: What States Can Do to Assist the Federal Government and Fight the Illegal Immigration Problem*; papers on how to reduce the backlog of cases in immigration courts, the need for immigration judges to have contempt authority and summary disposition authority, and an agenda for immigration reform and merit-based system and more.

Before joining the think tank in 2007, Stimson served as Deputy Assistant Secretary of Defense for Detainee Affairs. He advised then-Secretaries of Defense Donald Rumsfeld and Robert Gates and coordinated the Pentagon’s global detention policy and operations, including at Guantanamo Bay and in Iraq and Afghanistan.

An accomplished trial lawyer, Stimson worked as a prosecutor in San Diego, Maryland, and as an Assistant United States Attorney in the United States Attorney’s Office for the District of Columbia. As a prosecutor, he concentrated on violent crimes such as homicide, sexual assault and domestic violence.

A third-generation naval officer, Cully served in the Navy Judge Advocate General’s Corps (JAG) for 30 years, including three tours on active duty. During his active duty and reserve career, he served as a military defense counsel, prosecutor, as Deputy Chief Judge of the Navy-Marine Corps Trial Judiciary, and the Commanding Officer of the Preliminary Hearing Unit among other assignments. He retired from the Navy JAG Corps as a Captain on February 1, 2022, after 30 years of service.

Stimson’s thousands of media interviews and appearances include Fox News Channel, MSNBC, CNN, BBC, NPR and C-SPAN. He has been quoted by most major newspapers, including The Washington Post, Wall Street Journal, New York Times, Los Angeles Times, and London Times.

Before 9/11, he was a Vice President at a New York-based global financial services and insurance brokerage firm where ran the private equity mergers and acquisitions D.C. operation.

Stimson holds a law degree from the George Mason University School of Law and was appointed by Virginia Governor Glenn Youngkin to the George Mason University Board of Visitors in 2023 for a four-year term. In 2024, Stimson was elected Rector of George Mason University for a two-year term.



LORI PELLETIER

VP for Public Relations and the Executive Director of AIL/NILICO's Labor Advisory Board

Lori J. Pelletier joined American Income/National Income Life Insurance (AIL/NILICO) in 2018 as VP for Public Relations and the Executive Director of AIL/NILICO's Labor Advisory Board. Prior to joining AIL/NILICO Lori served as President of the Connecticut AFL-CIO, the statewide labor federation serving as the voice of over 220,000 union workers from more than 900 affiliated unions around the state.

Lori started her career as a jet engine inspector at Pratt &Whitney and is a 40-year member the International Association of Machinists and Aerospace Workers.



MIGUEL TAYLOR

Union Service Representative for Union Plus

Mr. Miguel Taylor is a Union Service Representative for Union Plus, covering twenty-two of the AFL-CIO's unions. He has been with Union Plus for over twenty-five years, contributing to helping unions and members in the labor movement. Miguel is a father of one daughter and a grandfather of two young boys. He enjoys giving back to the community when the opportunity presents itself. Miguel loves coaching basketball, where he coached youth boys ages twelve to seventeen for seven years.



GLEN COLWELL

Managing Partner of Anew Advisors

Glen Colwell brings nearly three decades of experience in the financial services industry and has spent much of his career helping first responders navigate the financial decisions that come with public service. As Managing Partner of Anew Advisors, he works with firefighters, law enforcement officers, public safety leaders, unions, professional associations, and municipalities to provide financial education, strengthen employee and member benefits, and develop practical strategies for retirement, investments, pensions, and long-term financial security. Glen also works with municipal finance and human resources leaders to evaluate, strengthen, and modernize benefit programs. His approach is grounded in education, trust, and a clear understanding of the financial realities facing first responders and the organizations that serve them.



NICK SCHNEIDER

Vice President of Investments at Anew Advisors

Nick Schneider brings more than a decade of experience in the financial services industry, with a strong focus on serving first responders, their families, public safety organizations, associations, and municipalities. As Vice President of Investments at Anew Advisors, he leads the firm's investment strategy, portfolio management, financial planning, and implementation processes. Nick works with individuals and organizations to evaluate investment options, strengthen financial programs, and develop clear, practical strategies aligned with their long-term goals. He is particularly skilled at making complex financial information understandable and helping clients and organizational leaders make informed decisions with confidence.

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2026 HONOR GUARD

The LVMPD Honor Guard proudly serves the City of Las Vegas, the County of Clark and Law Enforcement Communities across the United States in performing military-style honors during funeral services of officers killed in the line of duty as well as for deaths of current or retired law enforcement officers. They also represent the LVMPD for line-of-duty deaths in other jurisdictions in the Southwestern United States. Duties performed include posting caskets, flag ceremonies, twenty-one-gun salutes and the playing of taps. By the appropriate rendering of honors, the Guard endeavors to provide closure to the families of officers killed in the line of duty.



I.U.P.A. TIME LINE



7th Decade of Advocacy for Law Enforcement

1954-

The history of the I.U.P.A. begins with the National Conference of Police Associations (N.C.P.A.), founded in response to the changing needs of the Law Enforcement profession and its rank and file members. At that time in history, Police Officers were beginning to achieve collective bargaining and other on-the-job representation rights, so it became apparent that they were in need of the support and services that only the AFL-CIO could provide.

1966-

As officers joined, the N.C.P.A. amended its by-laws to allow Canadian Police Associations to affiliate and with that change, N.C.P.A. became known as the International Conference of Police Associations. The International Union of Police Associations would later break off from this group and seek affiliation with the AFL-CIO.

1979-

Presenting its needs again and again before the AFL-CIO, The International Union of Police Associations was granted the first AFL-CIO Charter for a police union on February 20, 1979 by AFL-CIO President George Meany, giving rank and file Police Officers their own independent voice within organized labor. This partnership was created to enhance the working and personal lives of Law Enforcement Professionals across the country.

1986-

The I.U.P.A. played a pivotal role in the passage of amendments that made the Fair Labor Standards Act one of the most important labor laws applicable to Law Enforcement that was ever passed. Because of this, in 1986 Congress passed a series of amendments to the FLSA, forever changing American policing. No longer could Law Enforcement Officers be required to work more than eight hours a day or 40 hours a week without compensation. No longer would local unions and associations have to collectively bargain to ensure that overtime was paid at time and a half. The passage of the FLSA amendments demonstrated, clearly and unequivocally, the great value of an independent Law Enforcement AFL-CIO union. During this time, the I.U.P.A. also added its first Washington, DC office to ensure easy access to policy makers.

2008-

Since I.U.P.A.'s beginning, we have become one of the most influential voices for Law Enforcement in our nation's political arena by aiding our Legislative Representatives in drafting legislation that impacts the lives of not only our Membership, but the Law Enforcement and labor community as a whole. Our success includes the National Police Officers Bill of Rights, survivor benefits for police families, armored vest grants, and bargaining rights.

No matter how large or small a local is they are all accorded the same advantages of I.U.P.A. Membership including legal representation, benefits packages and experienced leadership.

2004-

The I.U.P.A. fought alongside the AFL-CIO in opposition to the rule changes to the FLSA promulgated by the Department of Labor. This collaborative effort resulted in the passage of the Harkin Amendment through both houses of Congress.

2012-

Against heavy odds, working with our brothers and sisters in the AFL-CIO, we were able to mount a successful campaign to repeal an Ohio law that would have gutted the collective bargaining process in that state and set a dangerous precedent for other states to destroy unions.

We were also successful in passing the Law Enforcement Officers' Safety Act Improvements Act which improved the ability of retired officers to carry concealed personal firearms throughout the country.

In 2011, we launched the first annual LEORF Golf Classic to increase support for the Law Enforcement Officers' Relief Fund created to assist officers and their families when they are faced with natural disasters, injuries on the job, or line of duty deaths providing immediate assistance to get officers and their families through the first trying weeks of these disasters.

2018-

The I.U.P.A. bought the building located at 5632 Bee Ridge Road in Sarasota, FL after leasing a building in downtown Sarasota for many years in order to have a tangible asset for the union.

2025-

Social Security Fairness Act Becomes Law: After decades of advocacy by the I.U.P.A and other public safety organizations, the Social Security Fairness Act was signed into law, repealing the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO). The legislation restored full Social Security benefits for millions of retired public servants, including law enforcement officers and their families. The achievement marked one of the most significant retirement-security victories in modern safety labor history and fulfilled a long-standing I.U.P.A legislative priority.



MILWAUKEE POLICE ASSOCIATION

STANDING STRONG FOR MILWAUKEE'S FINEST



The Milwaukee Police Association proudly represents the dedicated men and women who serve and protect the City of Milwaukee. Through unity, advocacy, and leadership, the MPA works to protect the rights of officers, strengthen our profession, and support those who risk their lives every day in service to our community.

As members of the International Union of Police Associations, we stand shoulder to shoulder with law enforcement professionals across the nation.

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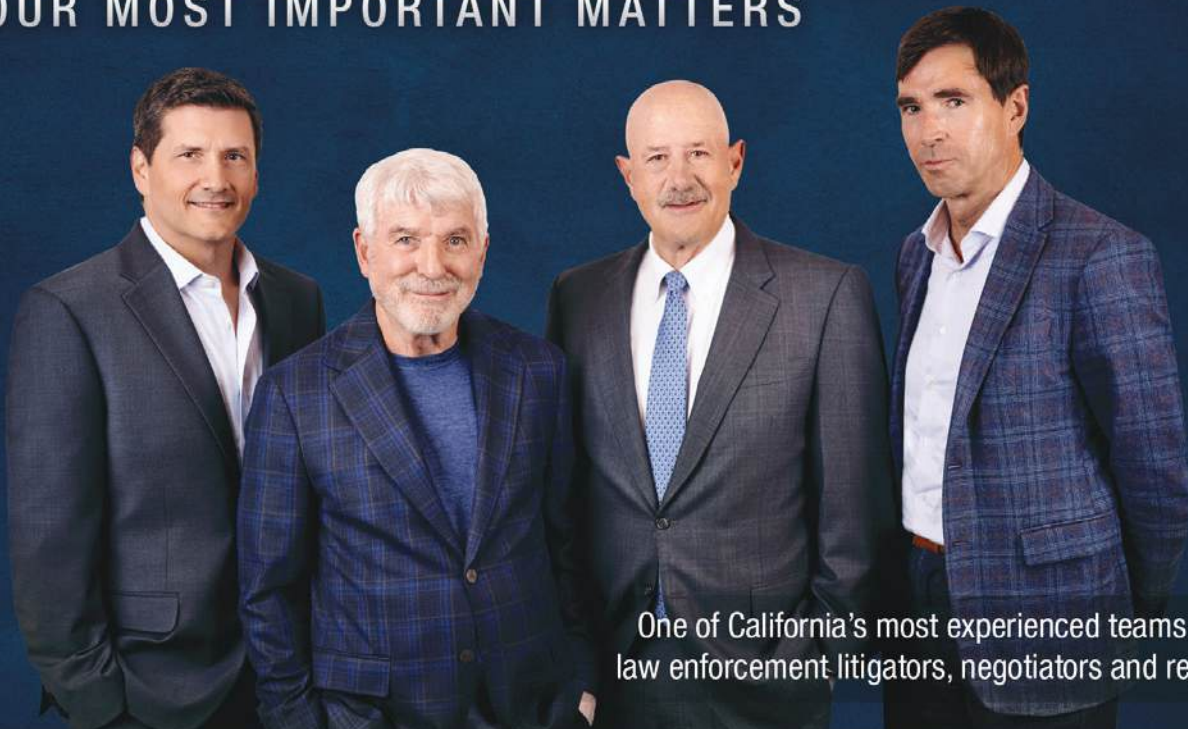
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THE QUILL & BADGE

Founded in 1995 with a single recipient, The Quill and Badge Award has since gone to individuals or organizations that have made a significant contribution to the law enforcement community through their commitment to excellence in communication. This award recognizes journalists and others who have written or produced information for the general public that provides an accurate picture of the men and women dedicated to careers in law enforcement.

1995 Gary Wordlaw, WJLA-TV

1996 Cynthia Brown, American Police Beat
Nicole C. Buchlmayer, Times Express
Mike Feeley, The Patriot News
Jeffrey Hileman, Erie Daily Times
SL-TMF Productions, Homicide: Life on the Streets
Peter Taylor, The Patriot News

1997 Elizabeth Cardon, Hansen Industries
Jacob R. Clark, Law Enforcement News
Tom Philbin, Cop Speak
Mickey Spillane, Mens Health Magazine

1998 Jeff Katz, WRKO Radio
Wendy Melillo, Washington Post
Kate Ryan, WTOP Radio
WJLA-TV News Division
WUSA-TV News Division

1999 Gail Pennybacker, WJLA-TV
Lt. Steve Edmonson, Op-Ed Series
Donna Fieller, Rookie Cop
WPEC-News 12, Public Service Advertising
Jim Williams, ABC News Tonight
Steve McLure, Moscow-Pullman Daily News

2000 Brooke A. Masters, Washington Post - Alexandria Bureau
Col. Jerry A. Oliver, Richmond Times-Dispatch
Ordway P. Burden, National Law Enforcement Council
James Mackay, Radio Talk America
Rick Rosenthal, Law & Order Magazine
Joe Stinebaker, Houston Chronicle

ADGE AWARDS

- 2001** James Gordon Meek, APBnews.com
Det. Nathan Johnston; Sgt. Greg Zuk; Lt. Bill Erfurth; Chief Bill Berger, COPNET Radio
Cassandra Lindsay Corcoran, The Albany Herald
Rebecca Kanable, Law Enforcement Technology Magazine
John Walsh, Americas Most Wanted
- 2002** Jill Briskey, Medford Tribune
Dan Rather, CBS News
Steve Henderson, Baltimore Sun
Joanne Santiglia, Time Warner Cable TV Channel 10
Jennifer Nislow, Marie Simonetti Rosen, Peter Dodenhoff, Law Enforcement News
- 2005** Scott Buhrmaster, PoliceOne.com
Bill Cotterell, Tallahassee Democrat
Bill Lamb, General Manager WDRB-TV Fox 41
- 2006** David Horsey, Seattle Post-Intelligencer
Veronica Mosgrove, WBRZ-TV-ABC
Carrie Cline, WSAZ-TV-NBC
- 2007** Barbara A. Besteni, NBC 6, Miami
Sgt. Bryan Heger (Ret.), Founder of I.U.P.A. Local #123
Scott Baker (NYPD, Ret.) with Tom Philbin
Rey Predaza, KGBT McAllen, TX
- 2012** Heather Mac Donald, Manhattan Institute
Denis Hamill, New York Daily News
- 2013** Bob Lonsberry, WHAM Radio
- 2014** Scott Stantis, Chicago Tribune
Michael Medved, Medved Communications
Regina Smith, Sequoyah County Times
- 2015** Bob Schieffer, CBS
Greta Van Susteren, Fox News
- 2016** Richard Kolb, VFW Magazine
Richard Fournier, VFW Magazine
Jerome Greer Chandler, VFW Magazine
Janie Blankenship, VFW Magazine
Stephanie A. Wilken, VFW Magazine
- 2019** Tomi Lahren, Fox News – Fox Nation
- 2022** Kiran Chawla, Unfiltered with Kiran
- 2023** Richard Roberts, I.U.P.A. Public Information Officer
- 2024** Daniel Carr, Police Law News and Law Officer
- 2026** Margaret Cavanagh, WTKR News Channel 3

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Alliance for Retired Law Enforcement

The Alliance for Retired Law Enforcement Officers (ARLEO) continues to offer many (or more) association benefits that you enjoyed during your active law enforcement years. Just because you've retired, you should not lose the incredible benefits and perks your active law enforcement associations provided during your active years. Visit the website to see some of the major benefits and discounts you can obtain as a member of ARLEO.



AmericanBenchCraft.com

American Bench Craft

In 2014, American Bench Craft began as a small, two-person Leather Goods manufacturer founded by Chris Angelini and his brother Jason, a veteran of the Army National Guard. Over the next five years they grew the American Bench Craft brand and website from a \$12 domain with zero traffic to one that generates over \$1M/year in annual revenue, attracts millions of annual views, and has tens of thousands of social media followers and customers. With a strong foundation of service, durability, and American-made values, the company grew and scaled, becoming a proud Union shop in 2018. It offered a unique and fresh twist to traditional apparel by bringing high-quality American-Made, Union-made leather goods from a Veteran-owned business into the Union space.



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American Income Life (AIL) is a 100% wall-to-wall union company, protecting working families in the United States, Canada, New Zealand, and through our wholly owned subsidiary, National Income Life Insurance Company in New York. AIL has served working class families since 1951 with life, accident, and supplemental health products to help protect members of labor unions, credit unions, associations, and their families. AIL representatives develop long-term relationships with clients and meet them where they are most comfortable: their homes either in person or virtually.



AnewAdvisors.com

Anew Advisors

Anew Advisors is a mission-driven investment advisory firm dedicated to serving law enforcement professionals and their unions. We provide clear, trustworthy financial advice to help you get the most from your Pension, DROP, Deferred Compensation, and other retirement benefits. We offer investment management and retirement planning for both individuals and unions, focused on aligning your financial decisions with your long-term goals. Through our **Powered by Ampersand Program**, I.U.P.A. members and locals gain access to secure (FDIC insured), high-yield cash management strategies, built for strategic reserves and liquidity planning. Whether you're preparing for retirement or managing union assets, Anew offers direct, experienced guidance with one goal: to help you protect and build your financial legacy.



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WONDERFUL EXHIBITORS



bcbs.com/national-labor-office-unions

BlueCross BlueShield National Labor Office

Founded in 1965, the National Labor Office (NLO) works with Blue Cross and Blue Shield Plans to make sure that all programs and offerings meet the labor community's needs. In a continually dynamic and complex healthcare system, the NLO helps union representatives understand new and available health plan options. By assisting in the access of critical information, it satisfies the needs of labor and management as they bargain for health care together. The NLO is the liaison for unions to ensure that Blue Cross and Blue Shield products meet the labor community's bargaining objectives.



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CEIA USA

CEIA USA offers a broad range of metal detection and security screening solutions for a variety of market applications including Law Enforcement, K-12, public events, colleges, correctional and court facilities, transportation, public and private buildings, loss prevention, and more. CEIA USA provides nationwide sales, service and customer support to public (federal, state, and local governments) and private sector customers in North America. Dynamic solutions and exceptional service are the foundation of CEIA USA's commitment to customer satisfaction.



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Columbia Southern University

Columbia Southern University offers flexible and affordable online degree programs for the professional adult, including programs in Criminal Justice, Homeland Security, Cyber Security, Forensics, Emergency Management, Business, Public Administration, and more. As academic learning partners with the I.U.P.A., CSU extends many partner benefits to I.U.P.A. members, such as a 10% tuition discount (which is available for spouses and children also), exclusive scholarship opportunities, and a complimentary evaluation of prior training and education for possible transfer credit. Textbooks are provided at no cost, entrance exams are not required, and math and writing assistance are offered for all programs. Visit our booth to discover how we can assist in achieving your educational goals.



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Union College Benefit powered by Edvance is proud to support the members of I.U.P.A. by expanding access to affordable higher education. This benefit connects I.U.P.A. members and their families to accredited colleges offering online, career-focused programs, exclusive tuition savings, and personalized guidance, making it easier for working adults to pursue their educational and career goals.

Extra Duty Solutions

At Extra Duty Solutions, we administer extra duty programs for law enforcement agencies. We handle the customer interaction, communication, scheduling of the details, officer payment, and customer invoicing and collections – this relieves administrative burdens, limits financial and legal risk, and enhances operational efficiency.

Gent Jay Jewelry

Founded in 1983 by Gent Jay — a retired Sergeant with the San Leandro Police Department and former Alameda County Sheriff — Gent Jay Jewelry was built on a foundation of integrity, trust, and craftsmanship. A Graduate Gemologist of the Gemological Institute of America (GIA), Gent represents the highest standard of professionalism and excellence in the jewelry industry. What began more than forty years ago as a way to serve Law Enforcement and First Responders with exceptional jewelry at affordable prices has grown into a legacy of fine craftsmanship, personal service, and community. Today, Gent Jay Jewelry proudly extends that same commitment and wholesale pricing to the public, helping every customer find or create a piece that reflects their love, their milestones, and their story.

Hylío, Inc

Hylío manufactures innovative, autonomous drone systems providing precision technology nationwide. By combining robust hardware with our intuitive AgroSol Ground Control Software, we deliver turn-key solutions that streamline heavy-payload applications, optimizing yields, maximizing profitability, and reducing costs. Our ultra-portable Photon drone is an aerial intelligence powerhouse that, with its versatile dual-gimbal configuration supporting thermal and multispectral cameras, excels at crop diagnosis, tactical law enforcement, search and rescue, and industrial inspections. Committed to security and domestic manufacturing, Hylío's 100% NDAA-compliant stack including the Blue UAS-approved Ares model offers commercial and government agencies a trusted, secure, American-made solution.

Lake Assault Boats

For years, Lake Assault Boats has been at the forefront of designing and manufacturing custom boats that are not just vessels, but partners in your mission. Whether it's for government agencies, military operations, or local firefighting and law enforcement, our boats are built to perform under pressure and last through the toughest conditions. Each Lake Assault boat is a product of expert craftsmanship merged with the latest marine technology. Our skilled artisans, leveraging decades of shipbuilding heritage, ensure that every boat we construct meets rigorous standards of quality and performance.

WONDERFUL EXHIBITORS



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Life Line Screening

As an I.U.P.A. member, you have access to an exclusive rate on Life Line Screening's preventive health services designed for law enforcement officers. These quick, non-invasive screenings detect serious conditions - often before symptoms appear - including Carotid Artery Disease, Abdominal Aortic Aneurysm, Atrial Fibrillation, Peripheral Arterial Disease, and Cortisol irregularities. With more than 15,000 community events nationwide, you can schedule a screening at a location and time that works best for you. Take control of your health today - learn more and reserve your appointment.



lapfcu.org

Los Angeles Police Federal Credit Union

Built by and for law enforcement in 1936, Los Angeles Police Federal Credit Union (LAPFCU) offers full-service banking with unique programs, competitive rates, and personalized assistance you can't find anywhere else. LAPFCU proudly serves federal, state, county, and city law enforcement agencies in Southern California. Learn more at lapfcu.org.



National University

National University, a Veteran-founded nonprofit, proudly supports the public safety professionals who protect and serve our communities. Through the Public Safety Promise Scholarship, we help make higher education more accessible for public safety personnel, their spouses, and dependents. With flexible online courses and monthly start dates, you can earn your degree in fields like criminal justice, homeland security, and public administration without putting your career on hold.



nioflo.com

NioFlo

NioFlo is a secure, web-based management platform built specifically for unions, bringing all of your organization's essential operations into one centralized hub. From grievance tracking and member files to communications and document management, NioFlo keeps everything organized and accessible whenever you need it. Beyond the platform itself, NioFlo provides hands-on support every step of the way, including data integration, system customization, training, and ongoing technical assistance, so your team can work smarter, reduce costly errors, and spend less time on administrative headaches and more time focusing on what matters most: your members.



Optavise

Optavise Benefits Advisers specialize in helping unions and associations grow their membership, by recruiting new members on their behalf, and helping them take advantage of all the benefits they have to offer. Working with groups of all sizes around the country, we help increase member engagement, knowledge, and satisfaction with our fully customizable enrollment platform that helps us talk to them where, when and how works best for them. We provide the expert advice and world class products that allow you to confidently provide a complete benefits program to your members.

THANK YOU TO ALL OUR



peraclete.com

Peraclete Technologies

Peraclete Technologies is the first complete digital risk protection system built specifically for law enforcement - designed to defend against doxxing, facial recognition, and online targeting. Learn more by visiting our website or by emailing info@peraclete.com and asking for information about how Peraclete can help you.



poracldf.org

PORAC Legal Defense Fund

The PORAC Legal Defense Fund (LDF) is the nation's oldest, largest, and most trusted public safety legal defense plan. Proudly serving more than 160,000 members nationwide, PORAC LDF is dedicated to safeguarding the rights, careers, and benefits of public safety professionals through comprehensive administrative, criminal, and civil legal coverage. With no caps on benefits, a nationwide panel of elite defense attorneys, and 24/7 emergency legal response, PORAC LDF delivers unmatched protection when it matters most. Backed by more than \$70 million in net assets dedicated solely to member benefits, PORAC LDF offers exceptional service, financial strength, and peace of mind while providing a level of protection unlike any other plan.



qualityvans.com

Quality Vans & Specialty Vehicles

Quality Vans and Specialty Vehicles has been committed to providing the highest quality custom vehicles and specialty trailers since 1974. Long-time customers return year after year because they love our consistently high-quality vehicles and unwavering support. Our specialty vehicles and trailers are designed for consistent performance, safety, quality, and value. Our highly trained team will work with you to design your dream vehicle, custom-tailored to your needs. We meet or exceed all government requirements and consumer expectations worldwide. Our company has a proven track record of providing excellent customer service and design with outstanding products for over 50 years.



sencomm.com

SENCOMM

With over 37 years of experience, Sencommunications, Inc. is a trusted leader in unified communications, collaboration, and audio-visual (A/V) services and solutions. As a value-added technology solutions reseller, we partner with top industry leaders to deliver innovative and reliable solutions. For more than three decades, Sencomm has supported public sector organizations with a broad portfolio of products, services, and solutions from leading manufacturers in information technology and unified communications. As an authorized reseller on key contract vehicles, we help public sector clients efficiently meet their technology needs while upholding the highest standards of quality and customer care. Additionally, we offer TAA-compliant sourcing products, enabling government-facing organizations to streamline procurement, ensure compliance, and maintain consistency across their operations.



acadiahealthcare.com

Service Resiliency Unit at Acadia

The Service Resiliency Unit (SRU) at Acadia helps first responders, Veterans, and active-duty military access the right care when they need support for stress, trauma, or recovery. We coordinate placement into culturally competent programs that understand the unique demands of police, fire, EMS, and other public safety roles. Our approach prioritizes confidentiality and trust, while working collaboratively with peer support teams, organizational leadership, and unions, when appropriate, to ensure each individual gets the care and support they need to recover and return to wellness.

WONDERFUL EXHIBITORS



starthearing.com

Start Hearing

At Start Hearing, we're committed to making better hearing more accessible. We offer a fully supported journey to improved hearing, including exclusive savings, best-in-class program benefits, and access to the latest hearing aid technology. In addition to hearing care solutions, we also provide advanced hearing protection products designed to help preserve your hearing in noisy environments. Our nationwide network of trusted hearing care professionals is here to support you from consultation through ongoing care.



trustedtechnology.ai

Trusted Tech

Trusted Tech delivers secure, reliable, and affordable public-safety technology designed to support the demanding needs of law enforcement, security, and related field operations. Our portfolio includes body-worn camera systems, evidence management workflows, and AI-enabled mobile computing solutions built to simplify deployment, strengthen operational efficiency, and support trusted outcomes in the field. With products such as the T500 body-worn camera system, Trusted Vault, and the TBOX-AI400, we focus on practical innovation that helps agencies capture, manage, and protect critical evidence while equipping teams with tools they can depend on every day.



ullico.com

Ullico

The Ullico Inc. family of companies provides insurance and investment solutions for labor organizations, union employers, institutional investors and union members. Founded in 1927, Ullico is a mission-driven company that pursues opportunities across its businesses to protect and grow its investor's assets and contribute to the social, economic, and environmental wellbeing of the communities in which they operate. The Ullico Inc. family of companies includes The Union Labor Life Insurance Company; Ullico Casualty Group, LLC.; Ullico Investment Company, LLC.; and Ullico Investment Advisors, Inc.



uigins.com

Union Insurance Group

At Union Insurance Group, protecting Labor and Labor Leaders is all we do. With 25 years of unparalleled industry expertise and customer service, including our partner agencies, we represent over 10,000 labor organizations who count on UIG for their custom-tailored business insurance. Contact UIG to learn more about I.U.P.A. professional liability group policy administered by Union Insurance Group, underwritten by Ullico.



unionplus.org

Union Plus

Union Privilege is a nonprofit organization founded by the AFL-CIO in 1986 to provide excellent consumer Union Plus benefit programs exclusively to union members (current and retired) and their families. Our mission then and now is simple — to improve the quality of life for working families through our unique products and services. We believe that supporting our union members through good and bad times keeps our unions strong, so we offer unique financial assistance including strike benefits and other hardship help benefits that support union members and their families.

THANK YOU TO ALL OUR WONDERFUL EXHIBITORS



unionstrongapp.com

Union Strong App

The Union Strong App is a private, branded mobile app that gives unions and associations complete control over member communication. Members can find everything they need—from benefits information and contracts to legislative updates, events, forms, and important announcements—in one convenient place, right at their fingertips. When news breaks, your members shouldn't have to wait on an algorithm, a website administrator, or anyone else to hear it from you. Send targeted communications by local, worksite, job classification, or any custom group, and publish updates the moment they matter. No waiting or delays. Just your union's voice, delivered instantly into every member's hand.

Union Active

Today's modern labor organizations need to rapidly distribute messages, documents, and time-sensitive information directly to members who use multiple devices and methods to access information. The UnionActive website system gives unions all the tools they need to manage their own website and mobile app content, send text, email, and push notifications, and mobilize members at any time. The UnionActive system is the ultimate tool for Union organizations to maintain a professional web presence with up-to-the-minute information and powerful membership communication tools. With the UnionActive system, your website will become a key part of your organization's day to day functions, and a key way for your members to stay informed. 100% Union Made by Unions-America.com specifically for Union Organizations.



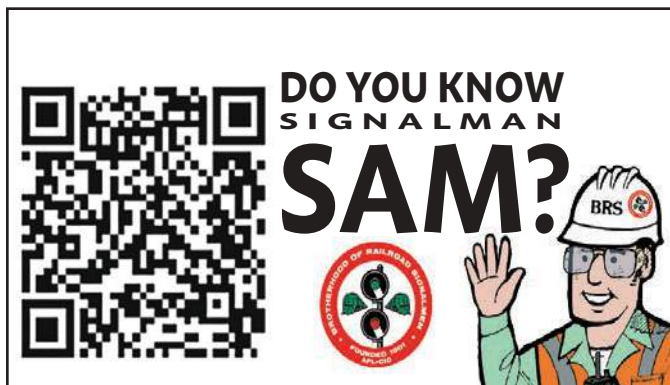
unionactive.com

Indiana-Armstrong Central Labor Council Lucernemines, PA 15754



Executive Board:

Rachel Sternfield	Ron Bowersox
Cal Cecconi	Joe Catanese
Vince Merringer	John Cochran
Bertha Cecconi	



AG&D

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Proud to represent



Lake County Correctional
Association, Local Chapter 11,
Police, first responder unions and members
in the Midwest and beyond.



Identity Theft Member Benefit

̄URA

Individual Plans provide coverage for you. Family Plans provide coverage for up to 11 adults and unlimited minors.

All-in-one identity and fraud protection that helps keep your assets, identity, family, and tech safe from online threats.

To view plan options, pricing and features, please visit the Union Plus website at idprotectplus.unionplus.org OR for quick access, please scan the QR code.



Key features:

- ✓ #1 rated plans from Aura
- ✓ Advanced personal and device protection features
- ✓ \$1,000,000 / \$5,000,000 insurance* included
- ✓ Family plans include up to 11 total adults and unlimited minors
- ✓ Month-to-month, no long-term contract
- ✓ Discount on upgrades up to 50% for members



in partnership with [SECURUS ID](https://www.securusid.com)

* The Identity Theft Insurance is underwritten and administered by subsidiaries or affiliates of American International Group, Inc. or American Bankers Insurance Company of Florida, an Assurant company. Please refer to the actual policies for terms, conditions, and exclusions of coverage. Coverage may not be available in all jurisdictions. Review the Summary of Benefits.

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RECALL:
88% can recall the advertiser from a promotional product



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STAYING POWER:
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Kenny VanStreader

Jamie Fleming & Carlie Carpenter

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PROMOTIONAL PRODUCTS WORK

BEST WISHES
TO THE

INTERNATIONAL UNION OF POLICE ASSOCIATIONS

FOR A SUCCESSFUL

23RD CONVENTION

FROM THE

SEAFARERS INTERNATIONAL UNION

ATLANTIC, GULF, LAKES, AND INLAND WATERS



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[SEAFARERS.ORG](https://www.seafarers.org)
[MYMARITIMECAREER.ORG](https://www.mymaritimecareer.org)

Edward J. Kiernan Memorial Scholarship

The Edward J. Kiernan Memorial Scholarship was established in 1999 by Sam A. Cabral, I.U.P.A.'s current President. The scholarship honors Edward J. Kiernan, a New York City Police Officer and former I.U.P.A. President in recognition of Eddie's long commitment to the improvement of law enforcement officers' and their families' lives. When asked about the reason he created the scholarship, Cabral said, "The future of our society rests in the hands of young people dedicated to careers serving the public interest with public safety being critical to a stable and successful society. We have an obligation to future generations to support those efforts."

In 2025, there were four students selected.



Designed for IUPA members

Available at no cost

- ▷ Free \$10,000 accidental life insurance for members
- ▷ Mortgage benefit
- ▷ Support at golf outings and other fundraisers

Voluntary benefits

- ▷ 24/7 Accidental injury insurance with optional Public Safety Rider
- ▷ Critical Illness insurance up to \$100,000
- ▷ Life insurance
- ▷ Premium-return option offered in most states*

To schedule a visit to your lodge, please contact:

Amanda Krieg
(330) 715-8959
Amanda.Krieg@Optavise.com



Scan the QR code for
more information!

*The return of premium (ROP) or cash value (CV) (in MO, "cash return") benefit is subject to state and product availability. The benefit has an additional charge and may pay minus claims or regardless of claims based on the policy selected. The policy must remain in force until the end of the ROP/CV period for the benefit to be paid. LIMITED-BENEFIT POLICIES. These policies have limitations and exclusions. For costs and complete details of coverage, contact your agent. Voluntary benefits underwritten by Washington National Insurance Company, Carmel, IN. Policies and riders subject to state availability. Premiums are based on the level of coverage selected.

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UN-2126C-ADV



Optavise®

Member benefits
well-advised.



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**PREFERRED MORTGAGE PARTNER OF
THE INTERNATIONAL UNION OF POLICE ASSOCIATIONS
EXPERT ADVICE, EXCLUSIVE SAVINGS & MEMBER-ONLY BENEFITS**

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This complimentary, one-time protection **cancels the balance of your mortgage**, up to **\$525,000**, in the **event of loss of life**. It covers any **work-related activities** involving external force and violence, as well as **heart attack or stroke** that may occur during strenuous training or activity.

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100 Motor Parkway, Suite 112 Hauppauge, NY 11788 | NMLS 1681501 | Equal Housing Opportunity. All loans subject to underwriting approval. Certain restrictions apply. All borrowers must meet minimum credit score, loan-to-value, debt-to-income, and other requirements to qualify for any mortgage program. CrossCountry Mortgage, LLC NMLS3029 (www.nmlsconsumeraccess.org). The LODDB is for 1st mortgages closed with CrossCountry Mortgage LLC only, and is not available on Home Equity Lines of Credit (HELOC). All Law Enforcement Members must be under 70 years of age and cannot currently be enrolled in an "End of Watch Benefit" Program. *Terms & Conditions: This is not a commitment to lend. All loans subject to program guidelines and underwriting approval. Loan program terms and conditions are subject to change without notice. Available for first lien mortgage purchase money loans or refinance loans only, subject to certain minimum loan amounts. Discounts will be applied at closing as a lender credit up to a maximum of \$2,200, to cover Processing, Underwriting, and Application fees, limitations may apply. Borrower cannot receive cash at closing. Only one offer per loan transaction will be accepted. No cash value. Available only on loans originated by CrossCountry Mortgage, LLC. Borrower must mention the program at the time of application. CrossCountry Mortgage, LLC has the right to accept, decline, or limit the use of any discount or offer. Lic. Mortgage Banker-NYS Banking Dept. **CrossCountry Mortgage is not a credit repair company, credit reporting agency, broker, or advisor. We do not provide any services to repair or improve your credit profile or score, nor do we provide any representation that the information we provide will actually repair or improve your profile. Consult the services of a competent professional when you need any type of assistance.

UNION INSURANCE GROUP

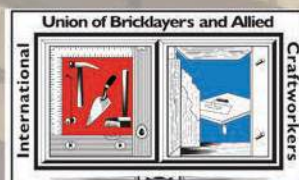
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International Convention**

UIG
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INSURANCE
GROUP

**The International Union of Bricklayers
and Allied Craftworkers
Salutes the Men and Women of the IUPA
for Their Commitment to Protecting the
Communities They Serve**

Tim Driscoll
President

Jeremiah Sullivan
Secretary-Treasurer



Keith Hocevar
Executive Vice President

Union Plus Scholarship

Since 1991, the Union Plus Scholarship Program has awarded more than \$5.9 million to students of working families who want to begin or continue their post-secondary education. More than 4,200 families have benefited from our commitment to higher education. The Union Plus Scholarship Program is offered through the Union Plus Education Foundation, supported in part by contributions from the provider of the Union Plus Credit Card, the provider of the Union Plus Personal Loan, and providers of the Union Plus College Program. (You do not need to participate in these programs to apply for this scholarship.) Submit applications by January 31.

In 2025, there was one student selected.





Chinatown Vegas

The Center at Spring Mountain

S. Valley View Blvd.

W. Twain Ave.

W. Flamingo Rd.

W. Harmon Ave.

Tropicana Ave.

W. Hacienda Ave.

W. Russell Rd.

W. Twain Ave.

W. Flamingo Rd.

W. Harmon Ave.

Tropicana Ave.

W. Hacienda Ave.

W. Russell Rd.

W. Twain Ave.

W. Flamingo Rd.

W. Harmon Ave.

Tropicana Ave.

W. Hacienda Ave.

Spring Mountain Rd.

W. Twain Ave.

RIO HOTEL & CASINO

GOLD COAST

LAS VEGAS

W. Harmon Ave.

Tompkins Rd.

Hollywood Cars Museum & Liberace Garage

Hacienda/Polaris Business Park

CLARK COUNTY

39

Las Vegas 4 miles

Sammy Davis Jr.

Fashion Show Las Vegas

MIRAGE-TREASURE ISLAND TRAM

THE MIRAGE

Las Vegas Strip

The Forum Shops at Caesars

The Colosseum Theater

CAESAR'S PALACE

Flamingo Rd.

Bottega Veneta LV Via Bellagio

Fountains at Bellagio

ARIA EXPRESS

VDARA HOTEL & SPA

ARIA RESORT & CASINO

Aria Convention Center

Frank Sinatra Dr.

WALDORF ASTORIA LV

PARK MGM LAS VEGAS

T-Mobile Arena

NEW YORK NEW YORK

Tropicana Ave.

EXCALIBUR NORTH

EXCALIBUR HOTEL & CASINO

Titanic

LUXOR HOTEL & CASINO

The Shoppes At Mandalay Place

Mandalay Bay Theatre

MANDALAY BAY

North Conv. Center

Michelob ULTRA Arena

Shark Reef Aquarium at Mandalay Bay

Mandalay Bay Convention Center

The Atrium at the Palazzo

Madam Tussauds LV

HARRAH'S LAS VEGAS

THE LINQ

O'Shea's Pub LV

FLAMINGO LAS VEGAS

THE CROMWELL

Grand Bazaar Shops

HORSESHOE LAS VEGAS

Miracle Mile Shops

PLANET HOLLYWOOD

The Shops at Crystals

MGM Grand

MGM Grand Garden Arena

Hard Rock Cafe LV

Showcase I

MGM GRAND

David Copperfield Theatre

OYO HOTEL & CASINO

Skyvue (Under Construction)

EXCALIBUR NORTH

EXCALIBUR HOTEL & CASINO

Titanic

LUXOR HOTEL & CASINO

The Shoppes At Mandalay Place

Mandalay Bay Theatre

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North Conv. Center

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Shark Reef Aquarium at Mandalay Bay

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Grand Bazaar Shops

HORSESHOE LAS VEGAS

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Shark Reef Aquarium at Mandalay Bay

ENCORE LAS VEGAS

WYNN LAS VEGAS

Wynn Esplanade

Grand Canal Shoppes

Sands Expo & Convention Center

Sphere

HARRAH'S/LINQ

FLAMINGO/CAESAR'S PALACE

THE WESTIN LAS VEGAS

THE PLATINUM HOTEL

TUSCANY SUITES & CASINO

THE SIGNATURE @ MGM GRAND

CLUB WYNDHAM GRAND DESERT

MGM Grand Conference Center

Koval Ln.

Las Vegas Street Circuit

HARD ROCK HOTEL & CASINO

ALEXIS PARK RESORT

W. Harmon Ave.

Tropicana Ave.

Reno Ave.

EXCALIBUR NORTH

EXCALIBUR HOTEL & CASINO

Titanic

LUXOR HOTEL & CASINO

The Shoppes At Mandalay Place

Mandalay Bay Theatre

MANDALAY BAY

North Conv. Center

Michelob ULTRA Arena

Shark Reef Aquarium at Mandalay Bay

Mandalay Bay Convention Center

W. Russell Rd.

W. Twain Ave.

Wynn Golf Club

Sands Ave.

Sphere

HARRAH'S/LINQ

FLAMINGO/CAESAR'S PALACE

THE WESTIN LAS VEGAS

THE PLATINUM HOTEL

TUSCANY SUITES & CASINO

THE SIGNATURE @ MGM GRAND

CLUB WYNDHAM GRAND DESERT

MGM Grand Conference Center

Koval Ln.

Las Vegas Street Circuit

HARD ROCK HOTEL & CASINO

ALEXIS PARK RESORT

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Tropicana Ave.

Reno Ave.

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Mandalay Bay Convention Center

W. Russell Rd.

W. Twain Ave.

Howard Hughes Pkwy.

Koval Ln.

FLAMINGO/CAESAR'S PALACE

THE WESTIN LAS VEGAS

THE PLATINUM HOTEL

TUSCANY SUITES & CASINO

THE SIGNATURE @ MGM GRAND

CLUB WYNDHAM GRAND DESERT

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Koval Ln.

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Mandalay Bay Convention Center

W. Russell Rd.

W. Twain Ave.

Paradise Rd.

E. Twain Ave.

Sands Ave.

HARRAH'S/LINQ

FLAMINGO/CAESAR'S PALACE

THE WESTIN LAS VEGAS

THE PLATINUM HOTEL

TUSCANY SUITES & CASINO

THE SIGNATURE @ MGM GRAND

CLUB WYNDHAM GRAND DESERT

MGM Grand Conference Center

Koval Ln.

Las Vegas Street Circuit

HARD ROCK HOTEL & CASINO

ALEXIS PARK RESORT

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Tropicana Ave.

Reno Ave.

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W. Twain Ave.

MARDI GRAS HOTEL & CASINO

The Atrium at the Palazzo

Madam Tussauds LV

HARRAH'S LAS VEGAS

THE LINQ

O'Shea's Pub LV

FLAMINGO LAS VEGAS

THE CROMWELL

Grand Bazaar Shops

HORSESHOE LAS VEGAS

Miracle Mile Shops

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W. Twain Ave.

W. Flamingo Rd.

W. Harmon Ave.

THINGS TO DO, IN & AROUND LAS VEGAS

Unique Experiences & Downtown

These spots provide a mix of adventure, history, and unique photo opportunities, offering a great contrast to the city's nightlife.

- **Fremont Street Experience:** Located in Downtown Las Vegas, this area features the Viva Vision light show, live music, and the SlotZilla zip-line.
- **The Neon Museum:** A "boneyard" featuring iconic signs from Las Vegas's history.
- **Mob Museum:** Dedicated to the history of organized crime and law enforcement, located downtown.
- **Downtown Container Park:** An open-air shopping and dining center built from shipping containers.
- **Take in a show at the Sphere:** a groundbreaking immersive technology, featuring a massive 16K wraparound LED screen, a state-of-the-art audio system with hyper-directional sound, and 4D sensory effects, creating unparalleled entertainment experiences for concerts, films, and events that feel truly transportive.
- **Catch the Bellagio Fountain Display or visit the Botanical Gardens:** The Bellagio Fountain display is one of the top free things to do in Las Vegas. The Conservatory and Botanical Garden inside the hotel. Each season, talented horticulture and engineering teams transform the 14,000-square-foot Botanical Gardens into a magical showcase with real plants.
- **Watch performers at Cirque du Soleil:** high-level acrobatics and human performance with elaborate theatricality, creating immersive, artistic, and imaginative spectacles that focus on human athleticism and storytelling.
- **Area15:** a groundbreaking entertainment venue in Las Vegas that offers a dynamic mix of attractions including the immersive Meow Wolf's Omega Mart, along with virtual reality experiences, and interactive art installations.

Iconic Landmarks & Sightseeing

- **Hoover Dam:** Visit this historic dam for tours and views of Lake Mead, the largest reservoir in the US.
- **"Welcome to Fabulous Las Vegas" Sign:** A must-see iconic landmark located at the south end of the Strip.
- **Helicopter Tours:** Take a scenic flight over the Grand Canyon or the Strip at sunset.

If you love the outdoors, then take the time to explore the surrounding area in under 2 hours from city centre.

Outdoor Adventures & Nature

- **Red Rock Canyon National Conservation Area:** Famous for hiking, scenic drives, and rock climbing.
- **Valley of Fire State Park:** Known for vibrant red sandstone formations and ancient petroglyphs.
- **Seven Magic Mountains:** Large, colorful art installation in the desert, roughly 25 minutes from the Strip.
- **Mount Charleston:** Offers hiking, pine forests, and winter skiing, providing a cool escape from the desert heat.



P.U.N.

POLICE UNION NEWS

AUTUMN 2026

Brought to you by The International Union of Police Assoc.

I.U.P.A. Upcoming Events

I.U.P.A. Attorney and Local Leaders Conference on August 23 - 24 in Las Vegas, NV: The I.U.P.A. Attorney and Local Leaders Conference will feature highly informative and valuable speakers. Watch your mail for more details.

I.U.P.A. Convention on August 25 - 29 in Las Vegas, NV: The International Union of Police Associations is proud to present the 23rd I.U.P.A. Convention and Expo in Las Vegas, NV, at the iconic and elegant Paris Las Vegas Hotel and Casino on August 25 - 29, 2026. Check out <https://convention.iupa.org/> to learn how to sponsor, exhibit, and show your support by purchasing an ad! There is no charge for members to attend the Convention, so all support helps to cover the cost of the event. Anyone who signs up after June 30 will be included in their choice of a future NewsWatch or Police Union News in lieu of the Convention Journal for printing purposes.

2026 LEORF Golf Classic on September 28 in Venice, FL: Your participation in the LEORF Golf Classic proves to LEOs and their families that you have their backs. Show them that they have your support by joining us for a day of fun in the sun at the beautiful Plantation Golf and Country Club in Venice, Florida. Watch <https://leorfgc.org/> to sponsor, play, and donate!

I.U.P.A. Benefits Zoom on October 15: Attend the I.U.P.A. Benefits Zoom to stay up to date on your benefits and make the most out of them. Email alinaj@iupa.org to sign up today!



Legislative Report – 119th Congress

As the 119th Congress convenes, the Republican Party now holds control of the House, Senate, and Presidency. Each new Congress begins with a clean slate — meaning all bills from the prior session must be re-introduced.

The International Union of Police Associations (I.U.P.A.) reviews and takes positions on legislation based solely on its impact on law enforcement professionals and their families. Most proposals fall within the following key categories:

- Qualified Immunity
- Immigration
- Firearms
- Retirement
- Mental Health
- Sanctuary Cities
- General Criminal Laws
- PSOB (Public Safety Officers' Benefits)
- Collective Bargaining
- School Safety and SRO Programs
- Fentanyl and Opioid Response

Major Legislative Victory

After more than a decade of persistent advocacy, the Social Security Fairness Act was finally passed. This landmark bill restores fairness by allowing retirees who earned Social Security through other employment to receive the full benefit they earned—ending the long-standing reductions caused by outside pension income.

Passing any bill through both chambers of Congress is a challenge. This victory reflects the collective strength of America's public safety unions, united in purpose.

And Today

We are also advocating for Improvements to the LEOSA, concerning the CCW for retired law enforcement officers, legislation that codifies qualified immunity for public safety officers, and the Back the Blue Act, which would make an assault on a law enforcement officer a federal crime as well as numerous other bills which would protect and enhance law enforcement and the men and women who provide it.

In March 2026, the I.U.P.A. Board of Directors and members met with lawmakers in Washington, D.C. to advance our legislative priorities. The I.U.P.A. continues to represent its members in Washington D.C. to the Senate, the House, the Department of Justice, and the White House. We are always trying to promote legislation that improves the safety, working conditions, equipment, and collective bargaining for our members.

HIGHLIGHTS

Sign Up Now for the 2026 LEORF Golf Classic!

Your participation in the LEORF Golf Classic proves to LEOs and their families that you have their backs. Show them that they have your support by joining us for a day of fun in the sun at the beautiful Plantation Golf and Country Club in Venice, Florida. It will truly be the most meaningful round of golf you have ever played. Sign up now and show your support for LEOs!

Plantation Golf and Country Club
500 Rockley Boulevard Venice, FL 34293
September 28th, 2026
Shotgun starts at 8:00 A.M.

Sign up now to sponsor at <https://leorfgc.org/sponsorship/> and to play at <https://leorfgc.org/registration/>. Many sponsorships include a team of players and this is a great networking opportunity while you contribute to a great cause that makes a difference. Read more at <https://leorfgc.org/> and keep an eye out for the Silent Auction to open online ahead of the event to start placing your bids!



L.E.O.R.F.

Golf

CLASSIC

September 28th, 2026

500 Rockley Blvd., Venice, FL 34293



Join Us!

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- 18 hole Scramble format
- Raffle
- Silent Auction

Your participation helps the organization support immediate surviving family members of officers killed in the line of duty



LEORF
LAW ENFORCEMENT
OFFICERS RELIEF FUND

www.LEORFGC.org

Negotiations Updates

The I.U.P.A. shares articles on a continuing basis about our locals' success in negotiations! Here are some of them from recent years.

South Milwaukee Professional Police Assn., I.U.P.A. Local #225 successfully negotiated a new contract with a 9.5% raise during the new contract! On this, South Milwaukee Professional Police Assn., I.U.P.A. Local #225 President Michael Hill stated, "I am very happy with the outcome of this year's negotiations. The Board would like to thank our City partners for coming to a quick and mutually beneficial contract. The members of the SMPPA are satisfied with our new contract and are relieved to have it approved and signed months before the end of the year."

Negotiations gains included a total of 9.5% raises (3% in the first year, 3% in the second year, and 3.5% in the last year); an increase of \$350 for ballistic vests (\$650 to \$1,000) and officers can now use that money to offset carriers, which prior to this, they were not; Joint Tactical Team members receive time and ½ for training now, when prior it was straight time. Field Training Officers now receive ½ an hour of comp. time per day that they train a new officer, when previously they received one hour for training; and new officers receive three sick days at hire, in addition to earning twelve their first year. Previously, newly hired officers did not start with any sick days.

Toledo Police Patrolman's Assn., I.U.P.A. Local #10 finalized a new collective bargaining agreement with the City of Toledo after more than a year of hard work negotiating. Toledo Police Patrolman's Assn., I.U.P.A. Local #10 President Michael Haynes stated the following about the negotiations, "Our contract between the City of Toledo and the Toledo Police Patrolman's Association expired on March 31,

2024. The contract team gets full time release 75 days prior to the expiration of the contract in order to prepare and have a successor agreement in place before the expiration. Unfortunately, that didn't happen."

Toledo Police Patrolman's Assn., I.U.P.A. Local #10 President Haynes continued, "There were multiple issues ranging from retention/hiring, healthcare, and Internal Affairs issues to, of course, wages. The contract team sat down with the City on multiple occasions over the course of a year in order to get these issues nailed down. Finally, on April 8, 2025, the City Council voted to approve the largest contract the TPPA has seen. We feel that this contract benefits every member and shows that the City of Toledo cares about its police officers. This contract should attract aspiring and veteran officers by offering a competitive wage as well as offering a great city to live. It was a tough road, but definitely worth the wait in the end."

Arlington Coalition of Police, I.U.P.A. Local #5001, under the strong leadership of President Randall Mason, with their I.U.P.A. Legal Counsel Justin Keating, has negotiated the highest starting pay in their region!

Significant gains also include a \$250 stipend for officers who report to the county on snow days; a K9 stipend raised from \$80 per paycheck to \$360 per paycheck; buying years of service for retirement purposes lowered from 2080 hours annually to 1950 hours annually; court premium hours will not be associated with any time of day and the minimum will be paid in all circumstances; officers will receive three times the rate of pay for mandatory holdovers; improvements to service-connected disability benefits, and more.

On this, Arlington Coalition of Police, I.U.P.A. Local #5001 President Randall Mason stated, "ACOP is really excited to come to a resolution with this CBA and avoid arbitration for the second time. This collective bargaining agreement was an example of the two parties working together to a common goal."

Mason continued, "We currently have 75 vacancies out of 376 positions. We looked at where we were losing our officers and why we were getting passed up for other jurisdictions. The cost of living in Arlington is too high for about two thirds of our officers. We needed to give potential officers a reason to travel through other jurisdictions to work in Arlington."

He closed with, "Our new CBA and pay scale addresses those issues and we believe will help to start filling our vacancies. In less than a week since announcing the new CBA, we have already seen an increase in applications. This is only a one-year agreement and we're looking forward to addressing additional concerns next year."

If you have a story about your negotiation success, email alinaj@iupa.org to tell us about it! We would be happy to share about your hard work and achievements.



NEW STARTING PAY

\$90,012



President Randy Mason
Vice-President Matt Martin

ACOP's successful negotiation of the FY27 bargaining agreement resulted in Arlington County Police Department having the highest starting pay in the region. Other significant additions below:

- County Closures (Snow Day) Officers required to report to the county will receive a \$250 stipend.
- K9 Premium: Raised to \$360 per paycheck. Previously just \$80 per paycheck
- Retirement: Buying years of service lowered to 1950 hours per year from 2080 hours per year.
- Floating holiday bank will reflect 2 "normal" workdays as of 60 days before start of fiscal year as opposed to the current practice of each employee getting 15 hours regardless of normal schedule.
- Court premium hours (hours not spent physically in court) will not be associated with any time of day.
- Officers will receive 3x pay for mandatory holdovers.
- Improvements to service-connected disability benefits.

ARTICLE VIII - WAGES

	January 1, 2026 3.0%	January 1, 2027 3.0%	January 1, 2028 2.0%	July 1, 2028 1.5%
Police officers - Those who have served:				
*Non-Certified	2,266.41	2,334.40	2,381.09	2,416.81
Step 1: Less than six (6) months	2,833.00	2,917.99	2,976.35	3,021.00
Step 2: Six (6) months to one (1) year	2,903.12	2,990.21	3,050.01	3,095.76
Step 3: Over one (1) year	2,973.25	3,062.45	3,123.70	3,170.55
Step 4: Over two (2) years	3,113.47	3,206.88	3,271.02	3,320.08
Step 5: Over three (3) years	3,253.69	3,351.30	3,418.32	3,469.60
Step 6: Over four (4) years	3,393.93	3,495.75	3,565.67	3,619.15
Step 7: Over five (5) years	3,542.91	3,649.20	3,722.18	3,778.02
**Investigator	3,705.90	3,817.88	3,893.42	3,951.82
Sergeant-Probation	3,775.21	3,888.46	3,966.23	4,025.73
Sergeant-Regular	3,868.90	3,984.96	4,064.66	4125.63

HIGHLIGHTS

Stories About I.U.P.A. Members!

The I.U.P.A. shares stories about our Locals and our Members in our blogs and newsletters:

- I.U.P.A. Briefing Room at <https://iupa.org/index.php/i-u-p-a-briefing-room/>
- LEORF News at https://leorf.org/#leorf_news
- NewsWatch at <https://iupa.org/index.php/i-u-p-a-newswatch/>
- Police Union News (PUN) at <https://pun.iupa.org/>

We publish the Hero Spotlight to shine a light on LEOs whose heroism, quick thinking, and dedication are examples to those in our profession and remind us all why we put on the uniform every day. Read about some recent examples at https://leorf.org/#leorf_news.

We publish the Photos of the Week to share photos that exemplify the valuable part of the community that our Members all across the U.S. are and their positive impact as well as their dedication, service, and sacrifice. Read about Photos of the Week at <https://iupa.org/index.php/photos-of-the-week/>.

We publish the Local Leader Spotlight and the Retiree Spotlight to highlight careers of public and union service, dedication, hard work, and top-notch police work. We also publish stories about our Locals and Members doing stellar police work, training hard, being brave, and doing good deeds in their communities. Read about those in the I.U.P.A. Briefing Room at <https://iupa.org/index.php/i-u-p-a-briefing-room/>.

We publish articles to share tips and tricks for IT safety, the latest cutting-edge research, the latest discounts and benefits available to I.U.P.A. Members, and more! Contact alinaj@iupa.org if you have a story you want us to share or if you want more information about how to subscribe.



I.U.P.A. BRIEFING ROOM



3 WAYS OFFICERS ARE USING THEIR UNION COLLEGE BENEFIT (AND WHICH ONES FIT YOUR GOALS)

June 8th, 2026

Through the Union College Benefit, powered by Edvance, I.U.P.A. members have exclusive access to discounted tuition at accredited colleges. Have you heard of...



SIGN UP NOW FOR THE JULY 15 I.U.P.A. BENEFITS ZOOM CALL!

June 8th, 2026

The I.U.P.A. has quarterly Benefits Zoom Calls to inform our members about the benefits they and their families can enjoy! Featured...



BEYOND THE BADGE: WHY FINANCIAL WELLNESS MATTERS IN LAW ENFORCEMENT

June 8th, 2026

Officer wellness extends far beyond physical safety—it also includes financial confidence. For law enforcement professionals, financial stress can quietly affect health, focus, and...



May 11, 2026

K9 Therapy Dogs in Salt Lake!

Salt Lake Valley Law Enforcement Assn., I.U.P.A. Local #77 Members benefited from a welcome visit from Intermountain Therapy Animals! Salt Lake County Sheriff's Office posted about it on social media, "Some 'pawsitive' energy to kick off the weekend! We love it when our friends at Intermountain Therapy Animals stop by....

TOP NEWS



Photos of the Week: 2026 Brad Harper Memorial Golf Tournament

I.U.P.A. Briefing Room

Virginia Beach P.B.A., I.U.P.A. Local #34 held their annual Brad Harper Memorial Golf Tournament, raising \$3,000 for the Law Enforcement Officers Relief Fund (LEORF). [Read More](#)



March 23, 2026

Hero Spotlight: Kenosha Police Officers

Kenosha Professional Police Association, I.U.P.A. Local #211 Members Police Officer Adam Sawyer and Police Officer Jacob Thorpe saved a man stuck in icy water. Kenosha Police Department stated in their media release, "On Friday, February 27, at approximately 12:50 p.m., Officers Sawyer and Thorpe were dispatched to the area of...

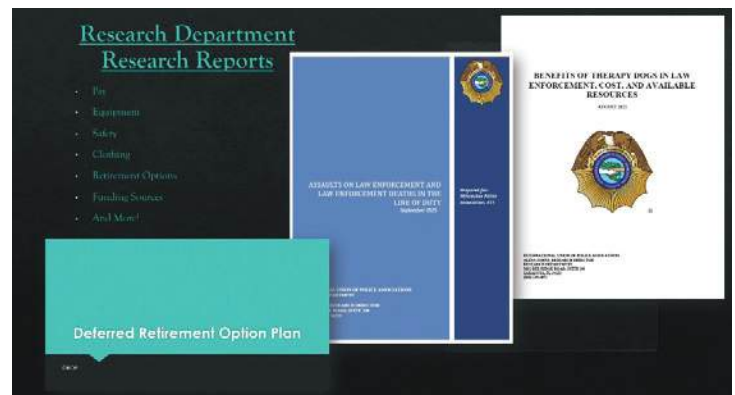
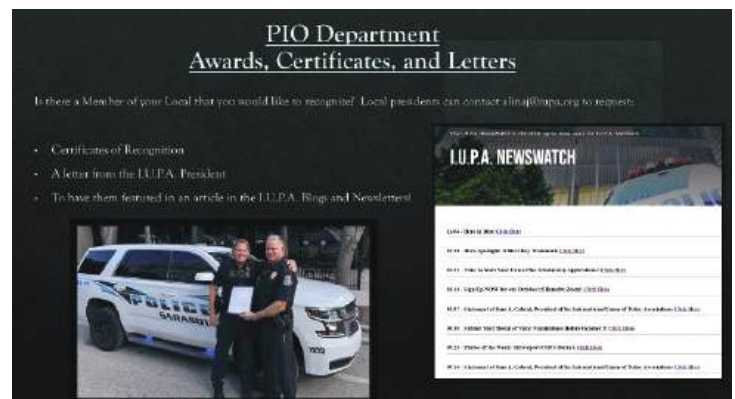
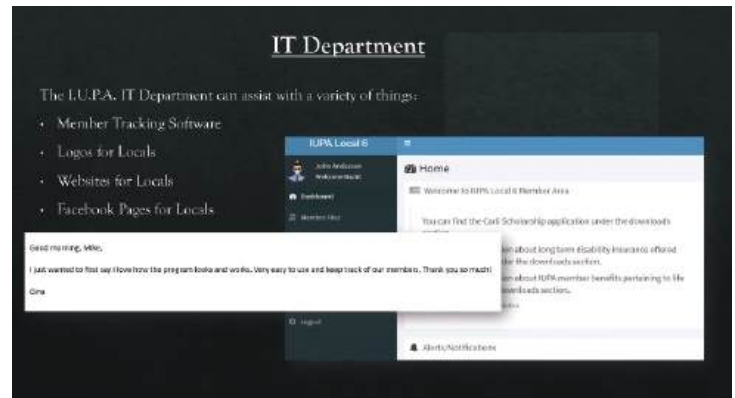
HIGHLIGHTS

Benefits for I.U.P.A. Members

The International Union of Police Associations provides excellent benefits to our members, to include education, financial, insurance, health, home services, police products, and travel and leisure discounts! Did you know that we also have staff available to assist with some of your other needs? Well, we do!

- Our Research Department will provide you with wage and benefits surveys, research reports, SurveyMonkey surveys for elections and to collect information, and information requests.
- Our Publications Department can assist you with putting out a press release if your local needs it. We would gladly share a story about a member or your local in our blogs and newsletters as well as make a certificate or letter to recognize them.
- Our IT Department can make you a customized logo for your local that is fitting for the impressive law enforcement professionals that you are. They can also set you up with Member Tracking Software and assist you with making a website!

If you want to know about more of the benefits you have as a member of the I.U.P.A., contact alinaj@iupa.org to ask questions or to sign up to have us send you the link to our next Benefits Zoom. They take place for half an hour every three months to inform you about your most up to date benefits and discounts as a Member of the I.U.P.A.



HIGHLIGHTS

Take the Survey!

You likely recall the surveys we have sent you in the past to get feedback about other events, like the Golf Classic, the Attorney and Local Leaders Conference, and even other Conventions.

Keep an eye out for a brief one we will send to your email inbox soon to get your feedback on how you liked everything at the Convention. We put on this event every four years for our Members and do our best to make it the best it can be. Let us know how well we did, please!



1. How would you rate playing The Meadows Country Club? 1-5, 1 being Poor to 5 being Exceptional

★ ★ ★ ★ ★

Other (please specify)

2. Did you feel you were well served by Volunteers while participating? 1-5, 1 being Poor to 5 being Exceptional

★ ★ ★ ★ ★

Other (please specify)

HIGHLIGHTS

Check Us Out Online and Get Involved!

Did you know that we have an active presence online? Check out our pages now and follow us to stay up to date!

- Twitter at <https://x.com/IUPA34233>
- Facebook at <https://www.facebook.com/iupa.fanpage>

Contact alinaj@iupa.org to subscribe to our newsletters and stay in the loop. Also, contact her if you would like to sign up for a free Benefits Zoom! We have them quarterly online and they last only half an hour. We offer excellent benefits to our Members, but you can only take advantage of them if you know about them and use them.

Featured sponsors have included Edvance who shared about how as an I.U.P.A. member, you and your family have access to the Union College Benefit powered by Edvance. Union Plus gave information about the discounts available on everyday things our members need and use as well. Recent Benefits Zooms also included Anew Advisors, a fiduciary firm, who specialize in the financial realities of the badge.

Benefits Zooms have included Life Line Screening, who partnered with the I.U.P.A. last September to give members access to preventive health screenings that detect risk factors for stroke, cardiovascular disease, atrial fibrillation, and indicators of stress. Many cardiovascular conditions are preventable, and early detection can make a real difference in long-term health.

Benefits Zoom attendees also watched an informative video featuring I.U.P.A. President Sam A. Cabral about the Alliance of Retired Law Enforcement Officers, ARLEO. Check out the video on the ARLEO website at <https://arleo.org/>. ARLEO and the other speakers from our Zooms will all be in the Exhibitors Hall of the I.U.P.A. Convention, so be sure to stop by their booths to meet them in person and find out more about what they can do for you and your family!

A promotional graphic for the I.U.P.A. Benefits Zoom. The background is dark blue with a light blue gradient. At the top, the text "I.U.P.A. Benefits Zoom" is written in white. Below this, there are several logos: the I.U.P.A. badge on the left, the EDVANCE logo in the center, and the ANEW ADVISORS logo on the right. Below these logos, the text "SIGN UP NOW BY EMAILING ALINAJ@IUPA.ORG TO ATTEND!" is written in white and yellow. At the bottom, there are four more logos: ARLEO on the left, LIFE LINE SCREENING in the center, FIGO on the right, and UNION PLUS on the far right.

I.U.P.A. Benefits Zoom

EDVANCE

ANEW ADVISORS
Real Investment Conversations · Real Results

SIGN UP NOW BY EMAILING
ALINAJ@IUPA.ORG TO ATTEND!

ARLEO

LIFE LINE SCREENING
The Power of Prevention

FIGO

UNION PLUS

Help Us Highlight Your Members and Your Local

Do you have a member who did something amazing? Did your local sponsor the local baseball team? Were one of your members honored with some recognition or award? Do you think a member deserves recognition for something they have done? Did someone retire after an exceptional career of service?

Tell us about it by emailing alinaj@iupa.org, so that we can highlight your members and your local!

If you have photos and details for a story about any of the above or other stories about your local members, contact the I.U.P.A. Research and Marketing Director Alina Johns at alinaj@iupa.org to submit them to be included in the I.U.P.A.'s blogs and newsletters.

- I.U.P.A. Briefing Room
- LEORF News
- NewsWatch
- Police Union News



The most current issues in the Law Enforcement Community

LEORF News



Keep Us Updated!

At the International, we know just how busy your day to day lives can be. After all, our Executive Committee used to walk the beat just like you do now, had familial and local union responsibilities, and met the demands of everyday life. We appreciate how much all of you have on your plates more uniquely than most could possibly conceive of!

It would be extremely beneficial to us and to you if you take a moment to update us in the following instances:

- Your locals' board members change.
- Contact information changes.
- If anything else changes that we should be aware of.

There are many reasons it is imperative for us to be able to reach you expeditiously so be certain to keep us updated if any contact information we need to reach you changes. It will assist us in better serving you while you serve and protect.



MEET THE STAFF

Meet the Staff: Bob Stitt



If you call our office looking for help with organizing, you'll be transferred to Mr. Bob Stitt, our Director of Organizing and Operations, who is an expert at all aspects of union organizing.

Bob grew up just outside of Canton, Ohio in a town called Louisville with two siblings, a brother and a sister. He was drafted into the Vietnam War just before his 19th birthday where he served with honor for 1 year and 11 months, 11 months of which was in combat in the Army and the first year was in Basic Training and NCO School. While serving, he gained the rank of sergeant and left service as staff sergeant. Bob returned to Ohio after his

exemplary service in the military, working for ten years for the Ohio Power Company in processing tasks on computers.

A good friend suggested to Bob that he take the test to become an Ohio State Trooper, something that he had always wanted to do. He passed with flying colors, and then served for a total of 27 years, five as a trooper and the remainder as a sergeant. While serving as an officer, Bob was a founding member of his union, the Ohio State Troopers Association (OHSTA), where he was first the Secretary-Treasurer of his district, then Vice President, and then President. He then served on the OHSTA Board and when the first OHSTA President was promoted, Bob ran for the office and won, serving for a four-year term.

When Bob retired from the Ohio State Patrol, he worked for OHSTA as a Business Agent for two years, often traveling for meetings and getting to know key leaders the International Union of Police Associations, including President Sam A. Cabral, who interviewed and hired him in 2005 as a Business Agent and Office Manager. Bob has since been with the I.U.P.A. for 21 years. When asked what was most fulfilling about working at the I.U.P.A., Bob stated, "I enjoy working with officers who are on the road and on the beat."

Bob has been married to his lovely wife Diane for 56 years this November. Together, they have one son, one daughter, and five grandchildren who they enjoy visiting and watching them play various sports. In his spare time, when he is able, Bob enjoys fishing and boating.

Check Us Out on Social Media!

Find the I.U.P.A. on X at <https://x.com/IUPA34233> and follow us to see announcements, news, press releases, and show your support for the International who always has your backs!

You can also find us on Facebook at <https://www.facebook.com/iupa.fanpage> where you will see our newsletter, the NewsWatch, every week as well as monthly Union Plus deals. Follow us to learn more!



I.U.P.A. BENEFITS

Personalized Logos for Locals

The I.U.P.A. is pleased and proud to offer **high-quality, personalized logos** to our locals!

We know how important it is to have a recognizable logo that communicates that you are a law enforcement professional, a proud local of the I.U.P.A., and a union representing hard working members.

The I.U.P.A. has a standard logo that can be personalized for locals that do not have one. See the graphic below as a reference. Be sure to include the colors you prefer she use and the name of your local. You may use two colors (one light and one dark for contrast) on your brand-new logo for your local!

Below is the logo design that can be personalized for I.U.P.A. locals who need a logo.



	1: Hex# 445684		8: Hex# dbba26		15: Hex# 2c3383
	2: Hex# 142747		9: Hex# 85d0cf		
	3: Hex# 1f451f		10: Hex# 34869f		
	4: Hex# 567e3d		11: Hex# 87c1e9		
	5: Hex# 6a120f		12: Hex# 4cb1d6		
	6: Hex# c62722		13: Hex# 008144		
	7: Hex# ffd73a		14: Hex# 54b948		

* If you do not see a color that matches your local, you may provide the color to the graphic designer.

Examples of Personalized Logos



If you would like a logo for your local, your local president should contact aylee@iupa.org.

CONVENTION JOURNAL



featuring the
Autumn Edition 2026



P.U.N.®

POLICE UNION NEWS