To: All Union Members
From: John Castiline, President

**We Are Troopers and Can Not Be Broken -- United and Strong**

The Union leadership would like to thank the membership for their recent efforts during the vote of no confidence. Of our **850** members, **716** or **84.5%** of our membership returned their ballots prior to the deadline. Of the **707** valid ballots, Governor Lamont received **687** votes of “No Confidence”, Commissioner Rovella received **681** votes of “No Confidence” and LTC Eckersley received **682** votes of “No Confidence.” The Administration expected a much different outcome, but you proved once again that you are Unique!

These results have sent a clear and direct message. Our membership showed the courage to stand up for their Brothers and Sisters, future Troopers, their families, the success of the State Police Union and the State Police. Our membership put aside their personal interests for a much bigger cause – the future and greater good of all. Many others would not have had the strength to even take such a risk for fear of losing. **The Union leadership is grateful to the membership for showing that we do not act as individuals; rather we act as a United group.**

We should also recognize the thirty members of the Board of Directors. For only the second time in this Union’s history, circumstances forced the Board of Directors to conduct the vote of no confidence. It was not an easy decision for them to make, but they understood what was at risk if they did not act. They understood that it was possible they could be criticized or questioned for their decision or even personally attacked, but they chose the greater good over themselves. The Board voted overwhelmingly to hold the vote of no confidence. That is leadership! **Whether the Union President, a Union Steward, or a Union staff member, these leaders are even stronger advocates now that everyone can see we are a United front.**

In order to survive and grow as an agency – the hard-working Troopers must have trust and confidence in their leadership. **Troopers must know that they are supported by their Governor and Command Staff, and the Command Staff should acknowledge that they cannot be successful without the efforts of the membership.** Management must understand that the best decisions they make will be those that seek out the knowledge and experience of those who understand our work best – the Troopers who are on the roads, at the crime scenes, and serving the public directly. **When political appointees fail to make the safety of our members and the public their top priority, failed to preserve the history of the State Police, or make decisions based on preserving their own position, then we cannot in good conscience support them.**

A message for those who try to fracture our Union and choose to make personal attacks, disparaging remarks, or even criticize us for fulfilling our duty to protect our members and their families... **We are Troopers and we will fight back when treated with disrespect.** Regardless of the obstacles we are forced to overcome, our Troopers know that we are committed to maintaining the highest level of professionalism and service that our Troopers deserve and have come to expect. Our Troopers can always count on the State Police Union to be there in times of need. While our Troopers risk their lives, all they ask for in return is for the political appointees and politicians do the same by supporting and protecting our Troopers!

**The Union leadership is forever grateful for your support!**