



MEMORANDUM

TO: Security Officers of Naval Weapons Station Earle

FROM: Local 730 Leadership

SUBJECT: **Time for Professional Representation: Replacing SPFPA**

First, thank you for your service. You are on the front lines protecting a high-alert military base. Your hard work keeping our country safe alongside the Navy does not go unnoticed. The professionalism you bring to the job needs to be matched by your union. SPFPA has consistently used a "no show" approach, leaving your team unsupported and underpaid. When your job requires firearms and wearing body armor, you deserve modern professional representation.

Local 730 is an independent union built on intelligent leadership and professional negotiating. We don't just collect dues; we deliver results. We do extensive research and use verifiable market data to get the best contracts. We recently replaced SPFPA at New York Medical College ([NLRB case 02-RC-375695](#)) because those officers wanted representatives who could excel at the bargaining table; we delivered. Now, we are ready to do the same for you.

The process of replacing SPFPA begins immediately with securing signed authorization cards from a majority of the bargaining unit, demonstrating a strong commitment to Local 730. These cards will be filed with the National Labor Relations Board (NLRB) during the legal "open window," which occurs between 90 and 60 days prior to the current contract's expiration on June 30, 2026 (roughly April 1 through May 1, 2026). Once the NLRB verifies the showing of interest, it will schedule a secret-ballot election within three to five weeks after filing the petition.

We have been talking with your coworkers on base. We understand the issues with The Hana Group, and we have a clear plan for your next contract.

Our Goals for the Officers of Naval Weapons Station Earle:

Hazard Pay: Implement industry-standard firearm pay for officers who carry firearms and wear body armor, to match the risk of working on a military base.

Safety Gear: Better body armor, specifically an outer-carrier option instead of an inner vest.

Fair Call-In Rules: If you get called in, your travel time should be paid.

Better Pay & Seniority: Higher overall wages, extra pay based on how long you've been with the company, and extra pay for evening and night shifts. Standard in your industry.



Real Retirement: Real 401(k) and annuity options to replace the current \$0.25 per hour contribution.

Family Benefits & Time Off: Better medical benefits with lower out-of-pocket costs for your family, plus more Paid Time Off (PTO).

Allowances & Seniority Bonuses: A clear allowance for uniforms and shoes, plus bonuses to reward officers who stay with the company.

A Voice and Protection: A guarantee that your voice is heard, and strong protection against unfair management.

Together, we will build a fairer, safer workplace. You focus on protecting our country with the Navy; Local 730 will provide the professional representation you need to protect your future.

Please read and sign the Union authorization card to take the first step in replacing SPFPA with Local 730. <https://www.localunion730.com/contact-join>

You can reply to the text message at any time to reach the Union Office, or call me directly.
In service and solidarity

Local 730
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