



MILWAUKEE POLICE DEPARTMENT

STANDARD OPERATING PROCEDURE

865 – COLLECTIVE BARGAINING

GENERAL ORDER: 2014-119
ISSUED: September 2, 2014

EFFECTIVE: September 2, 2014

REVIEWED/APPROVED BY:
Captain Regina Howard
DATE: August 27, 2014

ACTION: Amends General Order 2014-96 (July 31, 2014)

WILEAG STANDARD(S): 2.1.1, 2.1.2,
2.2.1, 2.2.2

865.00 PURPOSE (WILEAG 2.1.1)

The purpose of this standard operating procedure is to recognize and acknowledge the duly constituted bargaining units representing any given groups of members within the department. This standard operating procedure acknowledges the obligation of the department to adhere to the relevant portions of those collective bargaining agreements.

865.05 POLICY

It is the policy of the Milwaukee Police Department to establish effective communication and cooperation with all represented bargaining groups and members of the department. The department will abide by all applicable laws and rules, which may govern the collective bargaining and grievance processes.

865.10 PROCEDURE (WILEAG 2.1.2)

A. CERTIFIED BARGAINING UNITS WITHIN THE DEPARTMENT

1. Milwaukee Police Association (I.U.P.A. Local 21 AFL-CIO) – This union represents all non-supervisory sworn members.
2. Milwaukee Police Supervisors' Organization – This union represents supervisory sworn members below the rank of inspector of police.

B. COMMITMENT TO NEGOTIATED LABOR AGREEMENT

There shall be a commitment by the department to abide by the negotiated labor agreement that has been signed by management and labor representatives.

C. RATIFIED LABOR AGREEMENTS

The Chief of Police or his/her designee shall take the following steps to assure alignment between the terms of the agreement and the department's standard operating procedures:

1. Obtain a written signed copy of the collective bargaining agreement from the Labor Relations Division of the Department of Employee Relations.
(WILEAG 2.1.2.1)

2. Ensure that the Office of Management, Analysis, and Planning reviews and in a reasonable amount of time proposes amendments to those standard operating procedures necessary to ensure alignment with the collective bargaining agreement.
(WILEAG 2.1.2.2)
3. Disseminate information relative to a new labor agreement, including modifications to existing agreements, to supervisors of bargaining unit members. Training shall be provided as appropriate.
(WILEAG 2.1.2.3)
4. Copies of ratified labor agreements are available on the directives intranet page under miscellaneous information.

865.15 GRIEVANCES (WILEAG 2.2.1, 2.2.2)

All grievances for members covered by a collective bargaining agreement shall be governed by the collective bargaining agreement where appropriate. The Human Resources administrator is the coordinator of the grievance procedure and the custodian of grievance records.



EDWARD A FLYNN
CHIEF OF POLICE