

Current as of 08-10-2010

CONSTITUTION  
AND  
BY-LAWS

MILWAUKEE POLICE ASSOCIATION  
LOCAL #21 IUPA, AFL-CIO

## LAW ENFORCEMENT CODE OF ETHICS

"As a Law Enforcement Officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional Rights of all men to Liberty, Equality and Justice.

"I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others; honest in thought and deed in both my personal and official life. I will be exemplary in obeying the laws of the land and the regulations of my Department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

"I will never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions, with no compromise for crime and with relentless prosecution of criminals. I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

"I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession - Law Enforcement."

CONSTITUTION  
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MILWAUKEE POLICE ASSOCIATION  
LOCAL #21, IUPA, AFL-CIO

PREAMBLE

We, the members of the Milwaukee Police Association, in order to form a more perfect organization, assist in establishing justice, insure legal protection, provide a common fund, promote the general welfare, and secure the advancement and appreciation of constitutional law enforcement, do ordain and establish this Constitution for the Milwaukee Police Association.

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ARTICLE I

NAME

- 1.01 The name of this body shall be, the Milwaukee Police Association of Milwaukee, Wisconsin.

PURPOSE

- 1.02 The purpose of this Association is to act as the collective bargaining agent in the matter of wages, hours and conditions of employment for the several classifications of employees employed by the City of Milwaukee and assigned to the Milwaukee Police Department; and to act in any other manner designed to further the interests and protect the welfare of the members of the Association.

## ARTICLE II

### MEMBERSHIP

- 2.01 Membership in the Association shall be open to persons employed by the City of Milwaukee assigned to the Milwaukee Police Department in the several classifications; and to any other person so designated by the membership.
- 2.02 Associate Membership in the Association shall be open to all law enforcement officers, active or retired, and any non-law enforcement personnel as may be authorized by the Milwaukee Police Association Board of Trustees. Associate Members shall not be entitled to the rights and benefits of the regular members as defined in 2.01 of the Bylaws. Associate Members shall not be permitted to hold office, or attend meetings, and shall not be entitled to any voting rights in this Association. Associate Member status shall not entitle such member to any affiliation with any state or national AFL-CIO organization with which the Association is affiliated.
- 2.03 All rights and benefits shall accrue to the member upon his/her date of membership in the Association.

## ARTICLE III

### DUES AND ASSESSMENTS

- 3.01** Any person who becomes an employee of the Milwaukee Police Department in all classifications covered by the Milwaukee Police Association shall, upon appointment and/or transfer to a covered classification, pay an initiation fee of one hundred fifty dollars (\$150.00) to the Milwaukee Police Association. If an employee transfers to a covered classification but has, in the past, paid the one hundred fifty dollar (\$150.00) initiation fee he/she shall be considered as having satisfied the requirement of this section. (10-10-2007)
- 3.02** Payments of dues and initiation fees to the Milwaukee Police Association shall be made through the payroll dues deduction system by signing an agreement on forms provided by the Association, or as otherwise provided. (4/12/88)
- 3.03** The Board will, when it is for the good of the Association (union) present such intention to increase or decrease dues to the membership for a referendum vote by mail ballot only, and allow seven (7) working days from the date of mailing for the counting of the ballots to be done by the Stewards the same as in an election (4.05C). A (majority) vote of members voting will cause passage and take effect upon a date certain.
- 3.04** Should it become necessary to dissolve the Association, the Board shall convert to cash all possessions of the Association and shall distribute all the assets of said Association, in equal shares, to those members in good standing at the date of dissolution. The distribution of such assets shall not occur until all debts of the Association have been satisfied. The method of conversion to cash of the possessions of the Association shall be determined by the Board.
- 3.05** Any member entering into either ordinary disability, duty disability or a leave of absence shall request in writing to the Association a withdrawal card for the term of that leave. Members who obtain a withdrawal card shall not be entitled to the benefits afforded to the dues paying members.
- 3.06** Any member removed from the payroll for any reason who has a legal matter pending shall be required to pay his monthly dues in cash. Failure to pay such monthly dues by the member shall result in forfeiture of all rights as afforded by this Constitution.

## ARTICLE IV

### ELECTION OF BOARD OF TRUSTEES AND OFFICERS

- 4.01 The Board of Trustees shall consist of seven (7) members, three (3) of whom shall be elected annually (when applicable) by Association members for four (4) year terms. A primary election shall be held during the first seven (7) days of September of each election year. If no more than six (6) candidates file application(s), a primary shall not be held. The six (6) candidates polling the highest amount of votes shall be candidates for the final annual election to be held during the first seven (7) days of October of each year. All candidates shall be elected by secret ballot and the three (3) candidates receiving the highest votes shall be declared elected. Only votes cast to duly nominated candidates shall be counted. The three (3) candidates receiving the highest number of votes cast shall hold office for four (4) year terms. Trustees so elected shall qualify at the first meeting in January. (07-08-2008)
- 4.02 The Secretary of the Board of Trustees shall send notice of primary election to the Districts and Bureaus on August 1<sup>st</sup> of each election year. Application as a candidate for nomination to this Board must be returned to the Secretary of the Association within ten (10) days after such notice. Upon receipt of application (Letter of Intent) as a candidate for the MPA Board of Trustees, such candidate shall be able to immediately receive and circulate nomination papers. These nomination papers shall include the member's name, payroll number and date of signing.
- A. (1) Candidates for Trustee must be members in good standing and shall have attended at least four (4) of the regular open monthly meetings in the preceding twelve (12) months, August 1<sup>st</sup> - July 31<sup>st</sup>.
- (2) Any member, having served as an executive board member, officer or any other elected position in the Milwaukee Police Association, but who is either removed by the executive board, the membership, or resigns for disciplinary or conduct related reasons, including but not limited to, breach of trust, conduct detriment to welfare of the Association or other official misconduct, shall not again be eligible to serve as an executive board member, officer or any other elected position in the Milwaukee Police Association. (11-08-2008)
- B. UNOPPOSED CANDIDATE(S) - If no more than three (3) eligible candidates submit their letter of intent to run for the position of Trustee, an election need not be held, and the candidate(s) shall be declared elected as Trustee(s) by the Executive Board.

- 4.03 Nomination papers must be returned to the Secretary of the Association not later than August 25<sup>th</sup> and must be signed by at least one hundred and twenty-five (125) members in good standing of the Association.
- 4.04 Printed official ballots showing names of candidates shall be distributed to the membership by mail on a timely basis to insure a full seven (7) days of voting. Names of candidates shall be placed on the ballot by the drawing of names by said candidate or designee and no special designation shall be used on the ballot for any candidate.
- 4.05 Election letters containing ballots sent to the membership shall also contain a self-addressed return envelope via first class mail. The return address will be picked at the direction of the Chair, subject to the approval of the Board of Trustees.

A. PRIMARY ELECTION. All ballots received by midnight of September 7<sup>th</sup> of each election year for the primary election, shall be picked up one (1) time at the return address on the 32<sup>nd</sup> hour after midnight of the 7<sup>th</sup> if the 7<sup>th</sup> falls on Wednesday, Saturday or Sunday, on the 56<sup>th</sup> hour after midnight of the 7<sup>th</sup>, if the 7<sup>th</sup> falls on Monday, Tuesday or Friday, on the 80<sup>th</sup> hour after midnight of the 7<sup>th</sup> if the 7<sup>th</sup> falls on Thursday. Pickup of the returned envelopes shall be made by the President, Secretary and Chief Steward or their designee. After pickup of the returned envelopes they shall be counted immediately. The results of the election shall be sent to all Districts and Bureaus by the Secretary of the Association immediately after such tally.

B. FINAL ELECTION. The same procedure shall be strictly adhered to as set forth in Article 4.05 (A) except the date shall be October 7<sup>th</sup> each election year.

C. COUNTING OF BALLOTS. A time and place for counting of ballots for both the primary and final elections will be announced by the President of the Association with the approval of the Board of Trustees. The Chief Steward or his/her designee is responsible for the vote count. He/She shall assemble the needed help to accomplish this assignment. The President (or his designee) and the Secretary/Treasurer (or his designee) and the Chief Steward (or his designee) shall be the official umpires of the election and shall rule on ballots or count in question and their investigation and decision shall be forwarded to the full Board of Trustees for confirmation or denial. Any candidate on the ballot shall not be involved in the counting of ballots.

D. REQUEST FOR RECOUNT. A request for recount shall be made by contacting the President and/or Secretary/Treasurer by the candidate involved, via hand delivered letter or telegram within 96 hours (4 days)

after the expiration of the election process set forth in Article 4.05(A) and/or 4.05(B).

4.06 The office of President and Vice President of the Board of Trustees shall be filled by general election of the membership by secret ballot. A primary election for the position of President shall be held during the first seven (7) days of November of each election year. If no more than two (2) eligible Trustees run for the office of President there shall be no primary election for Vice President or President. Eligible Trustees shall file in writing their intent for the office of President and Vice President within 192 hours (8 days) after the ballot counting for the final election of the Board of Trustees has been posted. If no member of the Board of Trustees eligible to do so under this Article becomes a candidate for the office of Vice President, the candidate for President receiving the second highest number of votes shall be declared Vice President.

A. Ballots shall be mailed to members in good standing. The same procedure shall be strictly adhered to as set forth in Article 4.05(A) except the date shall be November 7<sup>th</sup> of each election year.

B. (1) The offices of President and Vice President shall be a two (2) year term when applicable; the President and Vice President are to assume a position of Liaison on the Board of Trustees. (08/10/2010)

(2) The President's two (2) year term shall commence in alternating even years. (In order to effectuate this amendment, upon its approval and implementation, the sitting President as of approval shall be provided with a one (1) time extension of his current term by one (1) year.) (08/10/2010)

(3) The two (2) year office term of the Vice President and Secretary/Treasurer shall commence in alternating odd years. (08/10/2010)

C. The Board of Trustees shall at the January annual meeting elect from the Board of Trustees a Secretary/Treasurer to serve for the ensuing two (2) years, when applicable, and that the Secretary/Treasurer shall assume a position of Liaison on the Board of Trustees. (08/10/2010)

D. Board members eligible to run for the position of President and Vice President shall run for only one (1) position.

E. UNOPPOSED CANDIDATE. If no more than one (1) eligible Trustee submits his/her letter of intent to run for the position of President or Vice President, an election need not be held, and the candidate(s) shall be declared elected by the Executive Board. (3/12/91)

4.07 FINAL ELECTION. The same procedure shall be strictly adhered to as set forth in Article 4.05(A) except the date shall be December 7<sup>th</sup> each election year.

4.08 Printed official ballots showing the names of candidates for the position of President and Vice President shall be distributed to the membership by mail. Names of candidates shall be placed on the ballot by drawing of names by said candidates and no special designation shall be used on the ballot for any candidate.

4.09 ELECTION. Letter containing ballots sent to the membership will also contain a self-addressed return envelope. The return address will be picked at the direction of the Chair, subject to the approval of the Board of Trustees.

A. COUNTING OF BALLOTS. A time and place for counting of ballots, for both the primary and final elections will be announced by the President of the Association, time and place within seventy-two (72) hours of voting deadline, with the approval of the Board of Trustees. The results of the election to be sent to all districts and bureaus by the Secretary of said Association immediately after such tally. The Chief Steward is responsible for the vote count. He shall assemble the needed help to accomplish this assignment. The President (or his designee) and the Secretary/Treasurer (or his designee) and the Chief Steward shall be the official Umpires of the election and shall rule on ballots or count in question, and their investigation and decision shall be forwarded to the full Board of Trustees for confirmation or denial.

B. REQUEST FOR RECOUNT. A request for recount shall be made by contacting the President and/or Secretary/Treasurer by the candidate involved within five (5) days following the publication of the election results.

4.10 In the event a vacancy on said Board occurs for any reason including, but not limited to resignation, removal, disability or death, the vacancy shall be filled by a Special Election to be called as soon as possible after notice of the vacancy is received by the Board. No vacancy shall be permitted to exist in excess of one hundred and twenty (120) days, unless that the vacancy occurs within three hundred and sixty five (365) days of the expiration of the Board member's term of office, the Board may, in its sole discretion, allow such vacancy to continue until the normal election cycle fills the vacancy, as set forth in this Article

For the purpose of said Special Election, the procedure set forth in paragraphs 4.01 through 4.05 of this Article shall be followed except that the date by which the first step in the election procedure (paragraph 4.02) will be selected by the Executive Board following the determination of the vacancy and all other dates shall be set according to the time frames

already set in said paragraphs for a regular election unless the Board shall by majority vote modify said time frames.

If there are no more than two (2) members running for the vacant position then a primary election need not be held.

If no more than one (1) member runs for the vacant position, an election need not be held, and the candidate shall be declared elected by the Executive Board. (01-09-2007)

## ARTICLE V

### MEETINGS

5.01 Regular monthly meetings will be held at the call of the chair. (3/11/97)

5.02 Special meetings may be called by the President at any time, and it shall be the duty of the President to call the meetings when required in writing to do so by five members of the Board of Trustees or upon petition of at least 200 members of the Association.

## ARTICLE VI

### DUTIES OF TRUSTEES

- 6.01 Nothing in this Constitution shall be construed as imposing any personal liability on any individual who from time to time is a member of this Board and acts in that capacity.
- 6.02 The affairs and funds of the Association shall be under the exclusive control and direction of the Board of Trustees, and shall be managed in all matters consistent with the purpose of the Association and the terms of the Constitution and Bylaws.
- 6.03 The Board of Trustees is empowered to employ an attorney of its choice to defend members of the Association in civil actions which may arise against them and to pay all necessary expenses incident to a reasonable and proper defense. The Board, at its discretion, is also authorized to pay judgments, in whole or part, rendered against any such member. The member against whom judgment is rendered must present complete facts of the case, including amount of judgment, name of plaintiff, etc. in writing to the President of the Association. Such member will then be called before the Board and must appear when requested to do so, and the Board will render a decision as to whether any, all, or part of such judgment is to be paid by the Association, depending upon the merits of each case. Any member who agrees to make settlement out of court shall follow the same procedure, reporting all particulars of such case to the President of the Association. All such cases will be acted upon in a similar manner by the Board, which will render a decision as to whether any, all or part of the payment agreed upon for settlement is to be paid by the Association.

A. No member of the Association shall at any time employ legal counsel to start any action regarding wages, hours and working conditions without first notifying the Board of Trustees, by letter, and receiving their approval. If this section is not strictly adhered to, the Board may refuse all financial aid and be relieved of all further responsibility.

B. Any member of the Association given permission to start a suit under 6.03(A) shall also institute a joint suit, or authorize the Association to institute such suit, at the option of the Association, to collect all fees expended by the Association. Any member failing or refusing to do so may be refused financial aid and the Board shall be relieved of all further responsibility therein. Said member shall cooperate with the Association in the prosecution of such, failure on the part of any member to so cooperate shall relieve the Association of any responsibility to render any assistance to such member and further shall authorize and entitle the Association to recover all costs, expenses and disbursements incurred on behalf of such members, from the member so involved.

6.04 The Board of Trustees is empowered to defray such legal or other expenses as may be incurred in support of favorable or opposition to unfavorable legislation affecting the interests of members of the Association.

6.05 The Board shall constitute a committee of the whole for the purpose of conferring periodically with the Chief of Police respecting legislation or other matters affecting the interests of the Association collectively. Such conferences shall be held whenever the Board or the Chief of Police, or both, deem it advisable.

6.06 The Board shall have the power to refuse financial aid or protection when, in its judgment, the member against whom legal proceedings may be directed has acted contrary to law.

A. The Board shall have the power to furnish financial aid and protection to any member when, in its judgment, the member has been unjustly accused.

6.07 The Board shall have the power to expel any member of the Association and also to remove any of their own number from office who may be guilty of a violation of the Constitution, breach of trust, conduct detrimental welfare of the Association or other official misconduct. Such expulsion or removal shall require a two-thirds vote.

- 6.08 The Board shall have the authority to make such rules as it may deem necessary to conduct the affairs of the Association, provided such rules are not inconsistent with the provisions of the Constitution and Bylaws of Milwaukee Police Association and/or the International Union of Police Associations. (4/12/88)
- 6.09 An annual audit in January of each year of all financial transactions, for the preceding year, including all receipts and expenditures, shall be conducted by a Certified Public Accountant, and the results the made available to any member in good standing. In addition, the Treasurer shall issue a semiannual financial statement to be made available to any member in standing. Further each member of the Board of Trustees shall, on a monthly basis, present an account of expenditures of Association funds made by him.
- 6.10 Upon proper petition of at least 500 members of the Association, the Board of Trustees shall submit any item in question to the membership for a vote, except changes in the Constitution and Bylaws or the recall or removal of a trustee, and shall comply with the majority vote of the membership voting.

A proper petition shall include on each page containing signatures: the remedy sought and the specific reasons for the petition, as well as; a printed name, employee identification number and the date of each signature, such that the signatures can be verified by the Association.

Only those signatures dated within the 60 days immediately preceding the date on which the petition is filed with the Association shall count toward the minimum number of petitioning signatures required under this article.

- (A) In the event a petition seeks the recall or removal of a trustee, the minimum number of members petitioning shall be 500. Upon proper petition of at least 500 members of the Association, the Board of Trustees shall submit any recall or removal petition to the membership for a vote, and shall comply with the two-thirds (2/3) majority vote of the membership voting, with the voting procedure being that set forth in Article XI of the Constitution.

In addition to the requirements of a proper petition as set forth above, a petition seeking the recall or removal of a trustee shall also contain on each page containing signatures: a detailed factual description of the conduct alleged as the basis for the petition, and an explanation as to how such conduct rises to the level of a "breach of trust," "conduct detrimental to the welfare of the association," or "official misconduct."

In the event a full-time liaison trustee is removed from office by means of recall or removal, said trustee's Association duties shall immediately cease. However, his/her salary and benefits shall continue until such time as he/she becomes re-attached to the Milwaukee Police Department, which shall occur at the earliest possible time. (01-09-2007)

6.11 The Board of Trustees shall be empowered to employ an Executive Secretary whose salary, tenure, responsibilities and duties shall be determined by the Board. He shall have no vote in affairs of the Board.

A. METHOD OF EMPLOYMENT The Board shall advertise and receive applications. The Board shall offer all applicants an oral examination interview. The Board shall certify applicants of its choice as candidates for Executive Secretary. The Board shall call a special meeting in two (2) sessions, AM and PM of Association members to offer all candidates equal time to speak before the membership.

B. METHOD OF VOTING The Board shall conduct a secret, mail ballot election of its membership. The printed official ballot shall show the names of all candidates without special designation and in addition shall provide a space for members to vote "No Executive Secretary Wanted". The Board shall employ as Executive Secretary that candidate which received the highest number of votes cast by members voting, unless the space of "No Executive Secretary Wanted" receives a number of votes in excess of the total number of votes cast for all candidates, in which case the Board shall hire no Executive Secretary at this time.

## ARTICLE VII

### DUTIES OF OFFICERS

- 7.01 The President shall preside at all meetings, countersign all orders drawn by the Secretary or Treasurer, and all checks issued by the Treasurer on the Association's bank deposit. The President or his designee from the Executive Board shall be responsible for casting the Milwaukee Police Association vote(s) when necessary. (4/12/88)
- 7.02 The President shall make all committee appointments at the first board meeting of each year subject to majority approval of the Board of Trustees. He shall appoint special committees from time to time whenever necessary carry out the purposes and administration of the Association. He shall be an ex-officio member of all committees. He shall direct the Auditing Committee to prepare a complete report of the Treasurer's records, to be presented at the annual regular February meeting of the Board of Trustees. (3/11/97)
- 7.03 In the absence of the President, the Vice President shall perform all of his duties.
- 7.04 The Secretary shall keep the minutes of all meetings of the Board; receive and receipt all payments to the Association; keep accurate accounts of membership and other Association affairs; draw orders on the Treasurer for all sums authorized to be paid by the Board; pay over to the Treasurer promptly all monies received by him; and shall at all times have his books and papers in order for examination by any member of the Board or of the Association. The Secretary shall give such bond as may be required by the Board.
- 7.05 The Treasurer shall receive all monies for the Association, giving his receipt therefor and hold them subject to the order and direction of the Board. He shall keep an account of receipts and disbursements in a book provided for the purpose, and shall at all times have his books and

papers in order for examination by any Board member of the Association. He shall furnish such bond as may be required by the Board.

- 7.06 Before any contracts/agreements with the City of Milwaukee regarding wages, hours and working conditions are approved by the Association, it shall be presented to the membership at a special meeting for ratification by majority of members voting at a special meeting.

## ARTICLE VIII

### DUTIES OF MEMBERS OF ASSOCIATION

- 8.01 Upon an action being brought against any member of the Association in any court, such member shall at once notify the President, and as soon as possible thereafter shall furnish three copies of a written, signed statement of the facts of the case, together with the names and addresses of witnesses, and shall thereafter appear before the Board when required to do so.
- 8.02 All members having civil actions pending shall avoid controversy with any of the witnesses or attorneys opposed to them, and during the hearing of the case in court, conduct themselves as becomes members of the Milwaukee Police Department and refrain from using any language or mannerism that may tend to prejudice the case in the minds of the court or jury.
- 8.03 Members having civil actions pending shall use due diligence in the preparation of their cases and strictly comply with all official summonses.
- 8.04 Members presenting claim for reimbursement for loss or damage of apparel, equipment or other articles necessary for the proper performance of police duty shall submit a report, stating action involved, description and estimate of value of the loss or damage. Completed report shall be presented to members' Commanding Officer for examination, who will forward the report to the Secretary of the Association.

All reasonable efforts must be made by the claimant to obtain reimbursement from person or persons responsible for such loss or damage.

- 8.05 Failure on the part of any member to comply fully with the provisions of the foregoing sections shall relieve the Association of its obligations towards such member.

## ARTICLE IX

### DEATH BENEFITS

9.01

In the event an active member in good standing dies in the line of duty, the Association shall donate a death benefit in the amount of One Thousand (\$1,000) dollars to that member's spouse or survivor.

In the event an active member in good standing dies by means other than in the line of duty, the Association shall donate a death benefit to that member's spouse or survivor in the amount of Five-Hundred (\$500) dollars.

The state of the Treasury, as determined by the Board, shall be the only test in such donation death benefit. (05-08-2007)

## ARTICLE X

### AMENDMENTS

- 10.01 No alterations of amendments to this constitution shall be made except by written resolution offered at a regular monthly membership meeting. Such resolution shall then be read at the next two regular monthly membership meetings, the last being the meeting at which it will be voted upon. A notice shall be posted on all official Association bulletin boards notifying the membership of the nature of the resolution and of the time, date and place of the meeting at which it will be voted upon. Whenever a constitutional proposal is to be voted on there shall be a morning and evening meeting held to allow the entire membership the opportunity to vote. A vote shall be taken at the morning meeting by secret ballot among the members present and held by the Secretary/Treasurer in abeyance until the evening meeting. If the combined total of the members voting in the morning meeting and the members present at the evening meeting constitute 10% of the total Association, then a vote shall also be taken at the evening meeting.
- 10.02 A two-thirds (2/3) majority vote of the members voting shall be required for its passage. If 10% of the total Association membership are not present at said meetings, the item shall be submitted to the Board of Trustees to be voted upon at that evening meeting, a two-thirds (2/3) majority of the members of the Board is required for passage. Any resolution not passed by one of the above voting procedures shall be considered defeated.

## ARTICLE XI

### VOTING METHODS

- 11.01 It will be up to the discretion of the Board as to the type of voting procedure to be used regarding any membership vote, except as stated in Article IV and Article VII (Sec. 7.06).
- 11.02 Immediately after the counting of the ballots in any election, the ballots and tally sheets will be wrapped, sealed and marked. They then will be turned over to the Secretary of said Association, who in turn will place them in a locked cabinet in the office of said Association for a period of ten (10) days, after which time if the election is not contested, said ballots and tally sheets may be destroyed.

## ARTICLE XII

### BOARD MEMBER/LIAISON BENEFITS/COMPENSATION

- 12.01 Compensation and/or benefits for Executive Board member(s) serving as liaison shall be determined by the Executive Board. Any increase thereto shall not be more than the same percentage increase to wages and/or benefits that were granted per the Labor Agreement. (6/13/2000)
- 12.02 Compensation for all other Executive Board members shall be determined by the Executive Board. Any increase thereto shall not be more than the same percentage increase to wages that were granted per the Labor Agreement. (6/13/2000)

BYLAWS  
OF THE  
MILWAUKEE POLICE ASSOCIATION  
LOCAL #21, IUPA, AFL-CIO

ARTICLE I

The meeting shall be called to order at the appointed hour.

ARTICLE II

The business shall be proceeded within the manner prescribed in the order of business.

ARTICLE III

ORDER OF BUSINESS

1. Call the roll
2. Reading the minutes of the previous meeting
3. Treasurer's report
4. Reception of credentials
5. Application for membership
6. Reading the names of members in arrears
7. Resignations
8. Reports of committees
9. Communications and bills
10. Unfinished business

- 11. New business
- 12. Welfare of the Association

#### ARTICLE IV

Any member of the Board wishing to make a motion, deliver his opinion, or speak upon any subject, shall respectfully address the Chair. He shall confine himself to the question under discussion, and avoid personalities. If two or more members speak at the same time, the President shall decide who shall speak first.

#### ARTICLE V

No member of the Board shall interrupt another in his remarks, unless to call him to order for words spoken. No member shall speak more than once on the same question, until all members wishing to speak shall have done so.

#### ARTICLE VI

A member, while speaking, being called to order by another, shall cease speaking until the question of order is determined.

#### ARTICLE VII

No motion shall be subject to action until seconded and stated by the Chair.

#### ARTICLE VIII

When a question is before the Board, no motion shall be received except, 1<sup>st</sup> to adjourn; 2<sup>nd</sup> to close the debate; 3<sup>rd</sup> to take the previous question; 4<sup>th</sup> to lay on the table; 5<sup>th</sup> to postpone action to a definite or indefinite time; 6<sup>th</sup> to refer; 7<sup>th</sup> to amend, with precedence in the order herein arranged, the first four of which shall be decided without debate.

#### ARTICLE IX

A motion to adjourn shall always be in order, except when a member is speaking or a vote is being taken. A motion to adjourn, failing of passage, cannot be renewed until some other proposition is made or business transacted.

#### ARTICLE X

When a motion is passed, it shall be in order for any member voting in the majority to move for a reconsideration thereof at the same or next meeting.

#### ARTICLE XI

No member of the Board shall be permitted to leave the room without the permission of the presiding officer.

#### ARTICLE XII

Any member of the Board may call for a division of the question when the sense shall admit to it.

#### ARTICLE XIII

When the reading of a paper or other matter is called for, and the same is objected to by any member, it shall be determined by a vote of the majority present as to whether or not it is to be read.

#### ARTICLE XIV

No member of the Board shall vote on a question which directly affects his personal interests.

#### ARTICLE XV

The Bylaws, after adoption, shall not be suspended, altered, amended, or repealed, except by a vote of two-thirds of the members of the board. Any amendment upon failing to pass the Board, may be submitted to the membership for approval upon request of its author of the Board and a second from any other member of the Board. This shall be by secret ballot of the membership and shall require a two-thirds majority (2/3) of the members voting.

#### ARTICLE XVI

All business transacted by the Board of Trustees of the Association shall be in accordance with ROBERTS RULES OF ORDER (REVISED), unless otherwise provided in the Bylaws.

#### ARTICLE XVII

The regular Board meeting shall be open to any member of the Association in good standing, provided said member conducts himself in accordance with the Constitution and Bylaws and ROBERTS RULES OF ORDER (REVISED). Any member of said Association may be heard on any motion. He shall confine himself to the question under discussion, and avoid any personalities.

## ARTICLE XVIII

An Executive Session may be held at the direction of the Board.

## ARTICLE XIX

The Board shall have the power and authority to establish a system of Stewards within the Association.

One Steward elected from each district, bureau or division and appropriate shift as determined from time to time by the Executive Board to meet the organizational makeup of the Department. (4/8/97)

The duties of such Stewards shall be as prescribed from time to time by the Board of Trustees of the Association.

The Stewards shall have the power to prescribe their own rules governing their body.

The Stewards shall elect from among their number a Chief Steward. Such election shall be held during the first Steward meeting in the month of January following the election of the Board of Trustees and the election of Stewards.

Such Chief Steward shall have the duties of maintaining the Steward system and coordinating programs and directives of the Board of Trustees of the Association.

Any member, having served as an executive board member, officer or any other elected position in the Milwaukee Police Association who is either removed by the executive board, or resigns for disciplinary or conduct related reasons, including but not limited to, breach of trust, conduct detriment to welfare of the Association or other official misconduct, shall not again be eligible to serve as a steward or alternate steward in the Milwaukee Police Association. (09-09-2008)