

CONSTITUTION

Milwaukee Police Association
Police Aide Unit
Local #21 IUPA, AFL-CIO

Law Enforcement Code of Ethics

As a Police Aide, 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, be constantly mindful of the welfare of others and strive to be honest in thought and deed.

I will never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. I will learn to enforce the law courteously and appropriately without fear, favor, malice or ill will while never employing unnecessary force or violence.

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 Police Service.

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Article I

Name

- 1.01 The name of this body shall be the Police Aide Unit of Milwaukee, Wisconsin.
- 1.02 The purpose of the Police Aide Unit is to act as an interim professional organization to transition to law enforcement duties as a Law Enforcement Standards Board certified Police Officer and to act in a manner designed to further the interests and protect the welfare of the members of the Police Aide Unit and the Milwaukee Police Association.

Article II

Membership

- 2.01 Membership in the Police Aide Unit shall be open to all Police Aides employed by the City of Milwaukee and assigned by the Milwaukee Police Department at various work locations.
- 2.02 All rights and benefits shall accrue to the member upon his/her date of membership in the Police Aide Unit.
- 2.03 All benefits of Milwaukee Police Association membership not enumerated herein will be afforded to the Police Aide Unit members unless otherwise proscribed by the Milwaukee Police Association Executive Board.
- 2.04 Any conflict arising or coming to the attention of the parties regarding benefits afforded to each unit within the Milwaukee Police Association shall be amicably

resolved forthwith.

Article III

Dues and Assessments

- 3.01 The Police Aide Unit per member dues shall be established from time to time by the Milwaukee Police Association Executive Board, however, the amount shall be identical to the amount assessed to sworn members of the Milwaukee Police Association.
- 3.02 A Police Aide hired and who is appointed or transferred into a classification covered by the Milwaukee Police Association, shall pay an initiation fee of One Hundred Dollars (\$100.00).
- 3.03 Police Aides are encouraged to voluntarily contribute through payroll deductions to those organizations or personnel to programs supported by the Milwaukee Police Association Executive Board.

Article IV

Death Benefit

- 4.01 The Milwaukee Police Association shall pay a donation death benefit to the surviving spouse or immediate beneficiary of a Police Aide in the amount of Two Hundred-Fifty (\$250.00) in the event of ordinary death or in the event the member is killed in the line of duty.

Article V
Contact Negotiations

- 5.01 The Police Aide Committee, comprised of Milwaukee Police Association Executive Board members, shall be responsible to negotiate successor labor contracts for the Police Aide Unit. The President of the Milwaukee Police Association shall afford Committee members sufficient relief time to bring all matters to a resolution.
- 5.02 Any contractual agreement reached for the Police Aide(s) shall be brought before the Police Aide(s) for ratification. A majority of Police Aides voting at a Special Meeting, held no sooner than seven (7) calendar days after reaching an agreement, shall be required for passage.

Article VI
Voting Privileges

- 6.01 The Police Aide Unit members in good standing will be permitted to vote in the same manner as set forth in Article IV of the Milwaukee Police Association Constitution and Bylaws, for all offices subject to election by the members on the Executive Board.
- 6.02 Members of the Police Aide Unit may not hold office in the International Union of Police Associations, the Milwaukee Police Association or the Stewards Organization.

6.03 The Milwaukee Police Association shall cause the voting strength of the Police Aide Unit to be aggregated with the Milwaukee Police Associations' voting strength and cast either at Convention or when necessary pursuant to the International Union of Police Associations Constitution and Bylaws and the State of Wisconsin AFL-CIO's Constitution and Bylaws.

Article VII Representation

7.01 The Milwaukee Police Association Police Liaison Officers will primarily be responsible for handling the contract grievance procedure, internal investigations, day-to-day complaints, inquiries and grievances.

7.02 Legal representation, including but not limited to, arbitration (interest and grievance), workers compensation, unemployment compensation, Wisconsin Employment Relations Commission matters and initial consultation will be as set forth in the Agreement between the Milwaukee Police Association and Eggert & Cermele, S.C., dated April 8, 2004, as amended from time to time.

7.03 In the event a Police Aide seeks or retains counsel for any matter without prior consent of the Milwaukee Police Association Executive Board, he/she shall be solely responsible for such expenses and make no claim therefor to the Milwaukee Police Association.

Article VIII

Meetings

- 8.01 Police Aides shall be permitted to attend Regular Monthly Membership Meetings and shall conduct themselves according to the Robert's Rules of Order as amended by the Milwaukee Police Association Constitution and By-laws. Alcohol consumption by police aides at any Milwaukee Police Association meeting or function shall be dictated by the S.O.P. of the Police Aide Unit.
- 8.02 The Police Aide Unit may have two (2) Stewards and two (2) Alternate Stewards who will be permitted to attend the Stewards' Meetings.
- 8.03 A Police Aide shall not attend or speak on behalf of the Milwaukee Police Association or the Police Aide Unit before any Legislative Body or committee thereof, political body, administrative or rule-making body and/or a quasi judicial tribunal regarding wages, hours or working conditions.

Article IX

Affiliation

- 9.01 The Executive Board will remit to the International Union of Police Associations and the State of Wisconsin AFL-CIO the established per capita dues. This remittance shall in no manner limit or otherwise prohibit the Milwaukee Police Association Executive Board from dissolving affiliation or affiliating with any organization deemed appropriate.

Article X
Amendments and Subordination

- 10.01 No alterations or amendments to this Constitution shall be made by any procedure other than that prescribed for amending the Milwaukee Police Association's Constitution.
- 10.02 Upon approval of alterations or amendments to this Constitution, the Executive Board shall announce the old provision, the approved modification and the rationale therefor at the regular Open Membership Meeting convening subsequent to the approval.
- 10.03 All alteration(s) or amendment(s) that are approved by the Executive Board shall be posted on all Milwaukee Police Association bulletin boards.
- 10.04 At all times and without limitation as to circumstance, the Police Aide Unit Constitution is subordinate to the Milwaukee Police Association Constitution and Bylaws.