

STANDARD OPERATING PROCEDURES
FOR
INCORPORATION OF THE POLICE AIDE UNIT
INTO THE MILWAUKEE POLICE ASSOCIATION

POLICE AIDES

The purpose of the Police Aides incorporated within the Milwaukee Police Association is to provide an orderly and efficient transition to law enforcement duties incumbent upon the Milwaukee Police Association represented rank of Police Officer.

A. *Contract Negotiations*

Section 1. The Police Aide Committee, comprised of Milwaukee Police Association Executive Board members, shall be responsible to negotiate successor labor contract 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.

Section 2. 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.

B. *Representation*

Section 1. The Milwaukee Police Association Police Liaison Officers will primarily be responsible for handling the contract grievance procedure, internal investigations, day-to-day complaints, inquires and grievances.

Section 2. 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 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.

Section 3. 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 may make no claim therefore to the Milwaukee Police Association.

C. *Meetings*

Section 1. Police Aides shall be permitted to attend Regular Monthly Membership Meetings and shall conduct themselves according to the Roberts Rules of Order as amended by the Milwaukee Police Association Constitution and Bylaws. Police Aides shall not consume alcohol at any MPA meetings or functions and a statement to that effect shall be made at the start of each such meeting.

Section 2. The Police Aide Unit may have two (2) Stewards and two (2) Alternate Stewards who will be permitted to attend the Stewards' Meetings.

Section 3. 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.

D. *Voting*

Section 1. The Police Aide Unit members will be permitted to vote as specifically prescribed for Milwaukee Police Association members in good standing under Article IV of the Milwaukee Police Association Constitution and Bylaws, for all offices on the Executive Board subject to election by the members.

Section 2. Members of the Police Aide Unit may not hold office on the International Union of Police Associations, the Milwaukee Police Association or the Stewards Organization.

Section 3. 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.

E. *Affiliation*

Section 1. 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.

F. *Dues*

Section 1. 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.

Section 2. Initiation fees will be paid upon appointment of transfer to a classification covered by the Milwaukee Police Association.

Section 3. 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.

G. *Benefits*

Section 1. 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.

Section 2. 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.