

University of Chicago Police Department

GENERAL ORDER

<i>Effective Date</i> May 11, 2018		<i>Number</i> GO 1010
<i>Subject:</i> Collective Bargaining		
<i>References:</i> CALEA: 24.1.1, 24.1.2		
<i>Reevaluation Date</i> Annually		<i>No. Pages</i> 2
<i>Amends</i> 12 MAY 2014 Version 03 JUL 2013 Version (O.D.P.)		<i>Rescinds:</i>
<i>Approved By:</i> Kenton W. Rainey, Chief of Police	Signature: Original signed document of file in Accreditation Office	

1010.1 PURPOSE

The purpose of this order is to describe the Department role in collective bargaining.

1010.2 DEPARTMENT ROLE IN COLLECTIVE BARGAINING

- A. The role of UCPD in collective bargaining negotiations shall be dictated by the University. In no case will reprisals be sought against any employee who may be lawfully engaged in the collective bargaining process.
- B. UCPD shall furnish necessary information to facilitate settlement of labor disputes. Cooperation with employees who are labor negotiators is essential. It shall be the policy of UCPD to cooperate fully during the collective bargaining process, which includes the following:
 1. At the discretion of the University, a Collective Bargaining Team representing management will be assembled for the purpose of engaging in negotiations. The Collective Bargaining Team will include a principal negotiator.
 2. The Policemen's Benevolent and Protective Association of Illinois #185, is recognized as the representative bargaining unit for the sworn officers of the rank of police officer.
 3. The Illinois Council of Police UCPD Dispatcher's Unit, is recognized as the representative bargaining unit for the UCPD dispatchers.
 4. The University of Chicago, UCPD, and their representatives, shall participate in negotiations based on the principle of "good faith" bargaining. The principle of "good faith" bargaining shall be reflected in written contractual language and carried out in all management-labor relations.

5. The University and UCPD are committed to abide by the ground rules for collective bargaining that arise out of the collective bargaining process or labor arbitration.
6. UCPD is committed to abide, in both letter and spirit, by the negotiated labor agreement that has been signed by management, labor representatives, and ratified by the bargaining unit.

1010.3 LABOR AGREEMENTS

When a negotiated labor agreement is ratified by all parties, the Chief of Police, or a designee, will ensure the following:

- A. The Chief of Police will obtain a written, signed copy of the labor agreement.
- B. Those directives necessary to ensure compliance with the collective bargaining agreements will be reviewed and amended as required.
- C. Supervisory and management personnel will be informed of the terms of agreements affecting personnel under their supervision, including modifications of existing agreements.