


<b>NORTHAMPTON POLICE DEPARTMENT</b> <b>Administration &amp; Operations Manual</b>		
<b>Policy: Collective Bargaining</b>		<b>AOM: P-153</b>
Massachusetts Police Accreditation Standards Referenced: [24.1.2, a], [24.1.2, b], [24.1.2, c]		Issuing Authority <hr/> Jody Kasper Chief of Police
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## I. Introductory Discussion

This directive identifies the role of the Police Department in the collective bargaining process and serves to establish procedures to ensure the appropriate distribution of collective bargaining agreements within the police department.

The Agreement between the City of Northampton and New England Police Benevolent Association Local 186 (Police Officers), and New England Police Benevolent Association Local 187 (Sergeants and Lieutenants), establishes the guidelines and requirements regarding collective bargaining for public employee labor bargaining units.

## II. Employee Collective Bargaining Representation

- A. The City of Northampton Police Department recognizes the Local 186 Union as the sole and exclusive bargaining agent for the purpose of collective bargaining as to the salaries, wages, hours, and other conditions of employment for all full-time members of the Police

Department of the rank of Police Officer, and Local 187 Union for all full-time members of the Police Department of the rank of Sergeant and Lieutenant.

- B. The AFL-CIO State Council #93, Local #2086 is the bargaining agent for the represented clerical employees of the Northampton Police Department.
- C. The Northampton Administrators and Professional Employees' Association (NAPEA) is the bargaining agent for the Records Supervisor of the Northampton Police Department.
- D. Superior officers of the rank of Captain do not have collective bargaining agreements, but are covered under the Schedule of Benefits with the City of Northampton.
- E. The Chief of Police does not have a collective bargaining agreement, but is covered under a contract with the City of Northampton.

### **III. Bargaining Unit for the City**

- A. The Human Resources Director (HRD) of the City of Northampton or designated principal negotiator, conducts negotiations with both the Northampton Police Department and the New England Police Benevolent Association, with direct assistance from the Chief of Police.
  - 1. The role of the Chief of Police during the collective bargaining process is to:
    - a. Provide the HRD or their designated negotiator, with data or other information necessary during the collective bargaining processes;
    - b. Represent to the HRD or their designated negotiator, the needs of the Department during the negotiating process relating to those areas impacting the proper and effective management of the Department;
    - c. Participate with the HRD or their designated negotiator, in meetings or negotiating sessions; and
    - d. Assist the HRD or their designated negotiator by providing advice and guidance prior to and during negotiations.
  - 2. Specific negotiating teams for each bargaining unit are established by the bargaining unit itself, and are not established by the Northampton Police Department.
  - 3. No other member of the Police Department shall be involved in representing the City during the collective bargaining process.

### **IV. Distribution of Written Agreements**

Upon ratification by both parties of a collective bargaining agreement, the Chief of Police or designee, shall obtain an official signed copy of such labor agreement. [24.1.2, a]

1. The Chief of Police or designee, shall ensure that all written directives and procedures within the department are consistent with the terms of the agreement and shall make modifications as necessary. [24.1.2, b]
2. The contents of collective bargaining agreements, including modifications to existing agreements, shall be available to all supervisory personnel within the department. [24.1.2, c]