THE CHIEF’S ROLE IN COLLECTIVE BARGAINING NEGOTIATIONS

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OPTIONAL ROLES

• MEMBER OF NEGOTIATING TEAM
  – ACTIVE NEGOTIATOR
  – CONSULTANT

• BEHIND THE SCENE
  – CONSULTANT

• RECOMMENDATION
  – NEGOTIATING TEAM MEMBER
    • SILENT CONSULTANT
    • ADVOCATE FOR MANAGEMENT RIGHTS
DOCUMENT MID-TERM CONTRACT ISSUES

- GRIEVANCES
- DISCIPLINE
- ASSIGNMENT
- PROMOTION
- TRANSFER
- FITNESS FOR DUTY TESTING
- SICK OR INJURY LEAVE
DRAFTING PROPOSALS

• PRIORITIZE
• MANAGEMENT RIGHTS
• AFFORDABLE
• UNDERSTANDABLE
• FAIR
ENCOURAGE COMPREHENSIVE PROPOSALS

• NOT “LISTS”
• RED-LINED VERSION
  – AVOIDS AMBIGUITY
  – EXPEDITES FINAL DOCUMENT DRAFTING
  – FOCUSES DISCUSSION ON MANAGEMENT’S PROPOSALS
IDENTIFY SOURCE OF SILLY PROPOSALS

• UNION MEMBERS SUBMIT
• KNOW NEGOTIATING TEAM
  – PERSONAL AGENDAS
  – DISCIPLINARY HISTORY
  – CAMPAIGN PROMISES
ANTICIPATE GRIEVANCES

• NARROW DEFINITION
• LIMIT ARBITRATORS’ POWERS
  – APPLICABLE LAW AND FACTS
MANAGEMENT RIGHTS CLAUSE

- KNOWING, INTELLIGENT WAIVER
- EXAMPLES
- NOT BROAD “FEEL GOOD” CLAUSE
- DON’T LET THEM BARGAIN AWAY CHIEF’S RIGHTS
  – MOST COSTLY MISTAKES
NO “BILL OF RIGHTS”

- INNOCUOUS SOUNDING TRAPS
- ADDS UNNECESSARY LEVEL OF APPEAL OPTIONS
REMEMBER TOMORROW

• YOU WILL HAVE TO LIVE WITH CONTRACT AND OFFICERS
• DON’T ADOPT “ENEMY” POSTURE
• CLARIFY EXPECTATIONS
  – MONEY IS NOT YOUR ISSUE
  – MANAGEMENT AND SERVICES ARE
DON’T BE SHY

• ASK!
• DRUG TESTING