ORDINANCE

STATE OF LOUISIANA

CITY OF MONROE

The following Ordinance was introduced by Mr. Gilmore who moved for its adoption and was seconded by Mr. Mark:

AN ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT FOR 2010-2012, BY AND BETWEEN THE CITY OF MONROE AND THE INTERNATIONAL UNION OF POLICE ASSOCIATIONS, LOCAL 81, AFL-CIO AND FURTHER PROVIDING WITH RESPECT THERETO.

WHEREAS, the City of Monroe and the International Union of Police Associations, Local 81, AFL-CIO have negotiated and desire to enter into the attached Labor Agreement between the parties.

NOW, THEREFORE BE IT ORDAINED by the City Council of the City of Monroe, Louisiana, in legal session convened, that the collective bargaining agreement for the year 2010-2012 between the City of Monroe and the International Union of Police Associations, Local 81 is hereby adopted.

BE IT FURTHER ORDAINED that James E. Mayo, Mayor, be and is hereby authorized to enter into and execute said agreement.

ORDINANCE INTRODUCED on the 13th day of January, 2010.

NOTICE PUBLISHED on the 16th day of January, 2010.

This Ordinance having been submitted in writing, introduced and published, was then submitted to a vote as a whole, the vote thereon being as follows:


NAYS: None

ABSENT: None

And the Ordinance was declared ADOPTED on the 26th day of January, 2010.

Robert E. Stone
CHAIRMAN

CITY CLERK

MAYOR'S APPROVAL

MAYOR'S VETO
LABOR AGREEMENT

CITY OF MONROE

AND

INTERNATIONAL UNION OF POLICE ASSOCIATIONS

MONROE POLICE DEPARTMENT

LOCAL #81, AFL - CIO

2010-2012
AGREEMENT

On this ____ day of __________, 2010, the City of Monroe (hereinafter referred to as the CITY), and the Monroe Police Local #81, International Union of Police Associations, AFL-CIO, (hereinafter referred to as the UNION), enter into and agree to the following contract.

PURPOSE OF INTENT

The general purpose of this Agreement is to set forth certain terms and conditions of employment, and to promote orderly and peaceful labor relations for the mutual interest of the CITY, its citizens, its employees, and the UNION.

The parties agree and recognize that it is the obligation of the CITY by law to establish and the obligation of the UNION to render proper services to the public. To these ends, the CITY and the UNION encourage to the fullest degree, friendly and cooperative relations between the representatives at all levels and among all employees.

ARTICLE I: UNION RECOGNITION

SECTION I

The CITY recognizes the UNION as the sole and exclusive collective bargaining agent for all full-time patrolmen, radio operators, jailers, secretary to assistant chief, secretaries, accountant, beginning clerk, clerk I, clerk II, and meter clerks, excluding the Chief, Assistant Chief, Majors, Captains, Lieutenants, and Sergeants, and all other employees, for the purpose of collective bargaining with respect to matters of pay, wages, hours of employment, and other terms and conditions of employment.

ARTICLE II: MANAGEMENT RIGHTS

SECTION I

All managerial rights are reserved to the CITY except as herein expressly limited. Subject only to the other provisions of this Agreement, the CITY reserves the right to utilize personnel and the methods, in the most efficient manner possible, to manage and direct the employees, including the rights to hire, promote, classify, transfer, assign or retain employees in positions within the Department in accord with applicable laws; to take any appropriate disciplinary action against employees for just cause; to determine the size and composition of work forces; to determine the best methods and technology by which operation of the Department should be conducted. Should any employee covered by this Collective Bargaining Agreement be aggrieved by the action of the CITY through the authority of this Article, the employee and the Union body reserve and retain the recourse of the
CIVIL SERVICE BOARD established for the purpose within the City of Monroe and/or the Court of proper jurisdiction.

ARTICLE III: STRIKES AND LOCKOUTS

SECTION I

The UNION shall not cause, engage in, or encourage, nor shall any employee cause or engage in any strikes, refusals to cross picket lines, sympathy strikes, work slowdowns, work stoppages, interruptions, delays of work, sit-downs, refusals to work overtime, nor any mass false illnesses such as the Blue Flu. The CITY has the right to require medical examination by the physician mutually agreed upon by the City and the employee, of any employee or employees suspected of having false illnesses such as the Blue Flu in violation of this Section. The City shall pay for the required medical examination. Failure to submit to the medical examination shall be grounds for discipline by the CITY. Any employee who violates this ARTICLE shall be subject to discipline by the CITY. Any employee disciplined shall have reserved to him all rights of appeal through normal channels.

SECTION II

Upon the receipt of written notice by the CITY that employees covered by this Agreement are engaging in the conduct prohibited by Section I above, the UNION, its Officers, agents or representatives shall take all possible action to end such unauthorized conduct. Such UNION action shall include the conspicuous posting of all notices on the bulletin board used by the UNION pursuant to Article V below and at all other locations where the UNION customarily posts notices. The notices shall bear the signature of the duly authorized representative of the UNION and shall state that a violation of the no-strike clause is in progress and that all employees are instructed to return to work immediately.

ARTICLE IV: UNION DUES

SECTION I

The CITY shall deduct regular monthly UNION dues from the pay of each UNION member, the procedure used to be agreed upon by the CITY and the UNION so long as said procedure includes the voluntary execution by the employee of a written and specific authorization for such deductions. Said authorization shall be revocable at any time at the will of the employee by delivery of a letter of revocation to the Chief of Police. The amount of such deduction and a list of employees to be included will be furnished and kept up to date by the UNION.
ARTICLE V: BULLETIN BOARDS

SECTION I

The CITY shall permit the UNION to use one bulletin board at each assembly area for the purpose of posting notices deemed necessary for the UNION. No political notices will be posted on the above-mentioned bulletin boards.

ARTICLE VI: MEETING PLACE

The CITY shall permit the UNION the use of the Patrol Briefing Room for the purpose of holding regular and special UNION meetings.

ARTICLE VII: CONVENTIONS AND MEETINGS

SECTION I

The EXECUTIVE BOARD shall have the exclusive right to select from its EXECUTIVE BOARD not more than five (5) delegates to attend, without loss of pay, the annual I.U.P.A. and AFL-CIO Convention. The Union shall have the exclusive right to select from its EXECUTIVE BOARD at least five (5) members to attend the Louisiana Peace Officers Convention, the Municipal Peace Officers Convention, and the annual Louisiana Union of Police training session, as well as other police officer related conventions and/or meetings, with the choice of the meetings to be mutually agreed upon by the CITY and the UNION. The aforementioned delegates shall be the sole and exclusive representatives of the UNION.

The president of the UNION, or his designee, shall be granted administrative leave to attend board meetings of the Municipal Police Retirement System.

SECTION II

Members of the executive board of the UNION shall be granted administrative time to attend the Legislative Sessions (pertaining to the Union and/or its membership) as needed each year. Every effort shall be made to accommodate the UNION in its efforts to attend the legislative sessions.

The city shall allow the president of the UNION, or his designee, administrative time up to 12 weeks to attend the Louisiana State Legislative Session to address issues pertinent to the organization. Incidental expenses incurred by the designee/President will be paid by the Monroe Police Local #81 Union.

Additional time will be granted in the case of a special session and on extended legislative sessions when items pertaining to the UNION or its membership are to be addressed.
ARTICLE VIII: COURT TIME

All court time spent by employees covered by this Agreement as the result of the employee's regular tour of duty, on behalf of the City of Monroe, State of Louisiana, or United States Government shall be monetarily compensated for or awarded an equal amount of compensatory time, at the employee's discretion. This time shall be compensated for at the regular hourly rate of pay, with a minimum pay of three (3) hours. In addition, each employee will be paid for the noon recess, if they are required to return to the afternoon session of Court.

ARTICLE IX: SICK LEAVE

SECTION I

Each employee employed prior to January 1, 1996, and covered by this Agreement shall be allowed the maximum amount of sick leave in any one twelve (12) month period as is mandated by Louisiana Revised Statute R.S. 33:2214. Employees, other than Police Officers and Jailers, who were employed after December 31, 1995, shall be governed by the CITY's sick leave policy. Police Officers and Jailers are covered under R.S. 33:2214, regardless of the date of employment.

SECTION II

Sick Leave Incentive:

Each employee not utilizing any sick time in a quarter will be awarded 30 auxiliary (bonus) hours for that quarter.

SECTION III

The sick leave policy will be enforced equally among employees.

ARTICLE X: VACATION TIME

SECTION I

Each employee covered by this Agreement shall enjoy a paid vacation each twelve (12) month period.

SECTION II

The vacation time allotted each employee covered by this Agreement shall be computed vacation hours as follows:
(1) One through five years continuous service 150 hours
(2) Over five through ten years continuous service 190 hours
(3) Over ten through fifteen years continuous service 230 hours
(4) Over fifteen years continuous service 270 hours

Continuous service shall mean service which does not include an absence of one year from employment with the Monroe Police Department.

Each employee covered by this agreement shall have the option of using their vacation hours in any one (1) hour or more increment. Each employee shall have the option of carrying over up to 960 hours to be taken individually or collectively. Departmental seniority and policy shall prevail in the scheduling of vacation time in accordance with Departmental manpower needs.

SECTION III

All employees in the classified service shall receive the following ten (10) specified holidays, as set forth below:

New Year's Day Holiday
Labor Day Holiday
Martin Luther King Birthday
Veterans Day Holiday
Memorial Holiday

Thanksgiving Day Holiday
Easter Holiday
Christmas Day Holiday
July 4th Holiday
Birthday Holiday

If the Mayor grants an extra holiday throughout the city, the employees of the Monroe Police Department shall receive Auxiliary hours for that Holiday. The number of hours granted shall depend on the number of hours worked. For each hour you work, you will be granted one (1) hour of Auxiliary time from the City.

If a holiday falls on the employee's regular day off, he shall be awarded eight (8) hours of Auxiliary time if that employee works a five day work week. If the employee works a four day work week, he shall be awarded ten (10) hours of Auxiliary Time.

If a holiday falls on the employees regular work day and the employee chooses to work, the employee shall be awarded eight (8) hours of Compensatory Time and eight (8) hours of Auxiliary Time, if that employee works a five day work week. If the employee works a four day work week and chooses to work, he shall be awarded ten (10) hours of Compensatory Time and ten (10) hours of Auxiliary Time.
ARTICLE XI: MILITARY SERVICE

SECTION I

Any employee who is a member of reserve force of the United States or of this State and who is ordered by the appropriate authority to attend a compulsory annual training period (i.e. summer camp), under the supervision of the United States or this State, shall be granted leave with pay, not to exceed fourteen (14) days for such activity.

SECTION II

Any employee who is ordered into active service or who being a member of a reserve force is activated in the armed forces of the United States or of this State, while in the service of the employer, shall be granted a leave of absence without pay for the period of such military service.

ARTICLE XII: INCENTIVE PAY PLAN

SECTION I

A system of college incentive pay shall be in effect for all full-time employees in the Classified Service, meaning those who are covered by the State of Louisiana Fire and Police Civil Service Law. An employee may only be eligible for one plan (the highest he is qualified for). This incentive pay scale shall be when an employee has or obtains the following:

(1) Upon his employment with the Department or upon being earned, an employee with one (1) year of college credits (32 semester hours) or more in an approved curriculum shall be paid one hundred dollars ($100) per month above his base pay.

(2) Upon his employment with the Department or upon being earned, an employee with an associate degree or two years (2) years of college credits (64 semester hours) or more in an approved curriculum shall be paid one hundred fifty dollars ($150.00) per month above his base pay.

(3) Upon his employment with the Department or upon being earned, an employee with a Bachelor’s Degree in an approved curriculum shall be paid two hundred twenty-five dollars ($225.00) per month above his base pay.

(4) Upon his employment with the Department or upon being earned, an employee with a Master’s Degree in an approved curriculum shall be paid two hundred seventy-five dollars ($275.00) per month above his base pay.
SECTION II

Professional longevity pay shall be paid to those employees in the Classified Service. Said pay shall be granted to the employee in addition to his base pay on a monthly basis. The scale of pay is to be as follows:

(1) One through three years continuous service $50.00
(2) Over three through five years continuous service $75.00
(3) Over five through nine years continuous service $100.00
(4) Over ten through fifteen years continuous service $125.00
(5) Over fifteen years of continuous service $175.00
(6) Over twenty years of continuous service $225.00

Professional longevity pay shall be granted to those qualified employees whose years of service are accumulated with the Monroe Police Department and do not include an absence of more than one (1) year from employment with the Monroe Police Department.

SECTION III

Each employee shall be granted both of the aforementioned pay plans, as he becomes eligible.

SECTION IV

Eligible employees shall be entitled to receive the following:

(1) Each employee covered by this Agreement who successfully completed the EMT- Paramedic Training Program shall be entitled to the sum of two hundred dollars ($200.00) per month as additional incentive pay, provided however, that for such entitlement to continue, the employee must successfully complete the refresher course given every other year and provided that any employee receiving Emergency Medical Technician-Paramedic pay shall not receive First Responder pay.

(2) Each employee covered by this Agreement who successfully completes the Emergency Medical Technician-Basic Training Program shall be entitled to the sum of one hundred seventy-five dollars ($175.00) per month as additional incentive pay, provided however, that for such entitlement to continue, the employee must successfully complete the refresher course given every other year and provided that any employee receiving Emergency Medical Technician-Basic pay shall not receive First Responder pay.

(3) Each employee covered by this Agreement who successfully completes the First Responder Course, or a course of its equivalence, shall be entitled to the sum of one hundred dollars ($100.00) per month as additional incentive pay, provided however, that for such entitlement to continue, such employee must successfully complete the refresher course given every other year.
SECTION V

Each employee covered by this Agreement, who is classified by the Department as K-9 Patrol, in accordance with departmental rules, shall receive the sum of one hundred dollars ($100.00) per month as additional incentive pay.

SECTION VI

Each employee covered by this Agreement, who is classified by the Department as a member of the Dive Team, shall receive the sum of one hundred dollars ($100.00) per month as additional incentive pay.

SECTION VII

Each employee covered by this Agreement, who is classified by the Department as a Bomb Technician, shall receive the sum of one hundred dollars ($100.00) per month as additional incentive/hazardous duty pay.

SECTION VIII

(1) Employees classified as Field Training Officers, Communications Training Officers, and Departmental Records Clerk Training Personnel shall receive five (5) hours of auxiliary time for forty (40) hours of training time exhausted training new personnel.

ARTICLE XIII: SALARY

SECTION I

The minimum base salaries for the classifications of Patrolman, Jailer, Radio Operator, Secretary to Assistant Chief, Secretary, Accountant, Beginning Clerk, Clerk I, Clerk II, and Meter Clerk as of April 1, 2005 are as set forth below:
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<thead>
<tr>
<th>Rank</th>
<th>Old Base</th>
<th>New Base*</th>
</tr>
</thead>
<tbody>
<tr>
<td>PATROL BEG</td>
<td>$1,384.63</td>
<td>$2,284.63</td>
</tr>
<tr>
<td>PATROL I</td>
<td>$1,477.57</td>
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<tr>
<td>PATROL II</td>
<td>$1,619.64</td>
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<tr>
<td>CORPORAL</td>
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<td>SERGEANT</td>
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<td>LIEUTENANT</td>
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<td>CAPTAIN</td>
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<tr>
<td>ASST. CHIEF</td>
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<tr>
<td>CHIEF</td>
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<td>CHIEF SEC.</td>
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</tr>
<tr>
<td>ASST. CHIEF SEC.</td>
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<td>$2,522.65</td>
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<table>
<thead>
<tr>
<th>Rank</th>
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<th>New Base*</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCOUNTANT</td>
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<tr>
<td>STENOGRAPHER</td>
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<tr>
<td>RADIO OP BEG</td>
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<tr>
<td>RADIO OP I</td>
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<td>RADIO OP II</td>
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<td>JAILER I</td>
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<tr>
<td>JAILER II</td>
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* The "New Base" salary includes pay from the Police Salary Sales Tax Proposition passed on September 18, 2004. This increase in salary shall be governed by the Plan for Utilization of Sales and Use Tax for Fire and Police Personnel and any applicable laws and is subject to the collection of sufficient sales tax revenue to pay new base.

SECTION II.

This CITY shall pay all of the employee's monthly portion and/or contribution to the pension and/or retirement system for each employee covered by this Agreement, as long as such procedure is maintained for any other CITY employee. In the event that the CITY should decrease City-Wide, the percentage of the employee's portion and/or contribution which is paid by the CITY, then in that event, the CITY shall pay on behalf of the employees covered by this Agreement, a percentage of the employee's portion and/or contribution that is not lower than the percentage paid for any other city employee.

SECTION III

All full time employees covered under this Agreement shall receive supplemental pay (hereafter called "25th Check") with funds generated from the Police Salary Sales Tax Proposition passed on September 18, 2004. The monetary allotments shall be divided equally amongst all employees subject to this agreement. The allotments of the 25th Check shall be issued in the employee's regular payroll check on or before November 15th yearly. If the monetary allotment is increased for one employee, all employees shall receive that increased amount. This payment shall be subject to available funds and in accordance with the call for the police Salary Sales Tax.

Any employee with less than one year of continuous employment shall receive a prorated 25th Check. The amount of the check will reflect the time of employment between the date of hire and the issuance of the last supplemental pay.

The UNION and the CITY must approve of the funds availability prior to the issuance of any supplemental pay.
ARTICLE XIV: WORKING HOURS

SECTION I

Overtime work shall be all work performed in excess of forty (40) hours in any one calendar week, including any training time, unusual travel time, or other compensable time as prescribed by FLSA.

SECTION II

Any full-time employee required to work in excess of forty (40) hours of a calendar week, except as provided in Article VIII of the Agreement, shall be paid at the rate of one and one-half times his hourly wage, (the term hourly wage as used in any section of this contract shall be a computation of hourly rate based on the employee’s monthly salary which will include the employee’s base salary plus professional longevity, college incentive pay and state supplemental pay) or be granted compensatory time at the rate of one and one-half times the amount of hours worked. An employee called out shall receive three (3) hours minimum pay at an overtime rate or four and one-half (4.5) hours minimum compensatory time off. However, an employee who shall be called in to receive any disciplinary action shall not be deemed to have been called out and shall not be compensated, therefore, if said action is for just cause.

SECTION III

Departmental seniority and policy shall prevail regarding the use of compensatory time, in accordance with Departmental manpower needs. All Monroe Police Department personnel shall be governed by the compensatory time policy document Paul W. Brown et al vs. City of Monroe #3:02-1666.

SECTION IV

The scheduling of the days of work and hours of work of all employees covered by this Agreement shall be at the discretion of the Chief of Police. Efforts will be made to accommodate the personal desires of the employees. Due to the substantial amount of off-duty jobs held by most officers, every effort will be made to maintain a four (4) day work week (10 hours per day) for Patrol Shift officers.

ARTICLE XV: EQUIPMENT

SECTION I

The CITY shall furnish each employee covered by this Agreement with the following listed equipment; two sets of handcuffs, two handcuff cases, one cap badge, one coat badge, one duty belt, one holster, one flashlight, one whistle, one night stick, one ammo pouch, one key holder, one night stick holder, three belt keepers, one name tag, four short-sleeve shirts, three long-sleeve shirts, four
pairs of pants, one cap, one tie, one Tuffy Jacket, one Chill chaser jacket, one raincoat, service revolver, to be a Smith & Wesson Model 66 as needed, and ammunition for such revolver, plus replacement items as needed due to destruction or wear. A monetary allotment should be given to plain clothes employees. Each individual will furnish his own socks and belt. Plain clothes employees will also be furnished a holster and ammo pouch, when required.

SECTION II

Patrolmen, Jailers, Radio Operators, Secretary to the Chief, Secretary to the Assistant Chief, Secretaries, Accountant, Steno-Clerks, Clerks, Meter Clerks, and all officers, acting in the capacity of plain clothes officers, shall receive an annual $125.00 allowance for shoe expense payable on January 1 each year. The CITY will be required to pay $50.00 each month on the 15th for uniform maintenance.

Any new employee that is hired between the dates of January 1st – July 31st will be eligible for the shoe allowance their 1st year. Anyone hired after July 31st will receive their shoe allowance on January 1st of the next year.

SECTION III

Employees who fall in the category of plain clothes officers shall receive a monetary allotment of not less than $1,200 per year for clothes of their choosing; $600.00 payable on February 1 and $600.00 payable on August 1 each year. If the monetary allotment is increased for one plain clothes officer, all plain clothes officers shall receive that increased amount.

ARTICLE XVI: DUTIES AND RESPONSIBILITIES

SECTION I

All full time employees who are included in the Louisiana Municipal Fire and Police Civil Service Law shall perform duties and responsibilities as laid down by the aforementioned law.

SECTION II

Any employee required to work out of the class he holds shall be paid at the rate of pay for the next higher class above his rank during such excess.

ARTICLE XVII: GRIEVANCE PROCEDURE

In addition to all rights reserved to employees covered by this agreement under the Fire and Police Civil Service laws of the State of Louisiana, if any employee covered by this agreement feels that he has been treated unfairly, he shall use the grievance procedure outlined hereinafter with the assurance
that no coercion, discrimination, or reprisal against him will follow because of such action. It shall be
the responsibility of the UNION to screen employee grievances of petty, harassing, or non-
meritorious grievances prior to presentation to the employee's immediate supervisor.

Step I  The aggrieved employee and his Union representative shall, within five (5)
working days of the date the grievance occurred, present the facts to the
employee's immediate supervisor. The immediate supervisor will submit his
answer to the Union representative and the aggrieved employee within two (2)
working days. This step may or may not be by written notice. A lack of response
from the supervisor is to be concluded as a negative response/reply.

Step II  Should the Union decide that the reply of the immediate supervisor is
unsatisfactory; the Union Grievance Committee shall within five (5) working
days, submit the grievance in writing to the Chief. The Chief shall, within three
(3) working days, reply to the Union in writing, giving his decision.

Step III  Should the Union decide that the reply of the Chief is unsatisfactory, the Union
shall, within five (5) working days; submit the facts of the grievance in writing to
the employer. The parties shall arrange for a meeting between the Union
representatives and the employer for further discussion of the issue.

ARTICLE XVIII: INSURANCE

SECTION I

The City may maintain a policy of liability insurance covering each full-time sworn police officer for
the purpose of protecting said officer in the event of any civil action or claim made against him as a
result of the officers' performance of his official duties. In the event an officer is named a Defendant
in any civil action, the City shall provide a legal defense. The choice of defense attorney shall be at
the sole discretion of the City.

SECTION II

In the event there is any criminal action filed against any full-time sworn police officer for actions in
the performance of his official duties, the CITY agrees to indemnify and/or reimburse said officer for
the costs of the defense of said criminal action in the event that the officer is found not guilty of any
criminal action.

ARTICLE XIX: PLEDGE AGAINST DISCRIMINATION AND COERCION

The provisions of this agreement shall be applied equally to all employees in the bargaining unit
without discrimination as to race, religion, color, sex, age, national origin, handicapping conditions,
vetan status, marital status or political affiliations. The UNION shall share equally with the CITY
the responsibility for applying the provisions of the Agreement. All reference to employees in this Agreement designates both sexes, and wherever the male gender is used shall be construed to include male and female employees.

The CITY agrees not to interfere with the rights of employees to become members of the UNION, and there shall be no discrimination, interference, restraint, or coercion by the CITY or any CITY representative against any employee because of Union membership or because of any employee activity in an official capacity of behalf of the UNION, or any other cause.

The UNION assures that under the Non-Discrimination policy, no person represented under the provisions of this Agreement shall on the ground of race, religion, color, sex, age, national origin, handicapping conditions, veteran status, or marital status be denied the benefits or be subjected to discrimination under any of its programs or activities.

The UNION recognizes its responsibility as bargaining agent and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint or coercion.

ARTICLE XX: SAVINGS CLAUSE

SECTION I

If any provisions of this Agreement are subsequently declared by proper legislative body or judicial authority to be unlawful, unenforceable or not in accordance with applicable statutes or ordinances, all other provisions or the Agreement shall remain in full force and effect for duration of the Agreement. All parties acknowledge that from time to time municipal ordinances, which vary the terms of this Agreement, may be passed and that the execution of this Agreement by the CITY is not a waiver of the CITY’S rights to pass such ordinances.

ARTICLE XXI: CONTRACT TERMINATION

SECTION I

All Articles and Sections of this Agreement shall, except as otherwise provided herein, expire one year from date of signing, and shall automatically be renewed for one (1) year term in the absence of notice by a party to the Agreement that it desires to modify or terminate the Agreement. No party to this Agreement shall modify or terminate this Agreement unless the party desiring such modification or termination serves a written notice upon the other party to the Agreement of the proposed modification or termination sixty (60) days prior to the expiration date of the Agreement. During the term of this Agreement, except as provided above, no part of the Agreement may be reopened for negotiations except on the Agreement of both the CITY and the UNION. The Agreement shall continue in full force and effect pending the outcome of negotiations.
CITY OF MONROE
James E. Mayo
MAYOR

MONROE POLICE LOCAL #81
IUPA, AFL-CIO
Charles Roark, President
Michael Calloway, Vice President
Mark Huggins, Sgt. At Arms