



Dear Fellow Indiana F.O.P. Members:

As you may have heard, a new state law goes into effect on Jan. 1, 2008, that will impact Indiana law enforcement officers and their collective bargaining rights (Senate Enrolled Act No. 129). I'm writing today to highlight the important points of this new law and to offer Indiana F.O.P. members an affordable option for taking advantage of it.

As you meet with fellow officers and discuss your options, you will probably have questions. As the largest law enforcement collective bargaining organization in the state, the Indiana F.O.P. Labor Council Inc. can help. Our team of distinguished field representatives has extensive experience in labor negotiations and will provide your organization with the best representation available — regardless of size.

Law enforcement personnel throughout Indiana want to play an active role in their future. They deserve nothing less than a dedicated, knowledgeable advocate who knows the profession inside and out. The Indiana F.O.P. Labor Council Inc. is that organization. I am proud to both endorse and actively support it. For more information, please read the enclosed brochure. **Then visit www.instatefop.org or call 1-800-793-6746 and join today.**

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Timothy Downs
President, Indiana Fraternal Order of Police
Executive Director, Indiana F.O.P. Labor Council Inc.

WHAT YOU NEED TO KNOW

Who the law applies to

- Indiana city, town, county and township units serving populations greater than 7,000 where collective bargaining is not currently in effect

What the law does

- Allows law enforcement personnel to create a group that exclusively represents members regarding **contracts, grievances, wages, hours and work conditions**
- Allows the group to meet with its employer after notifying the employer in writing
- Requires the employer to meet in good faith at reasonable times, including in advance of budget-making decisions, to discuss the issues in bold above

What the law doesn't do

- Change or limit collective bargaining agreements already in place
- Require the employer to meet if the group hasn't notified the employer in writing

What employees can do under the new law

- Join, form or solicit membership to an employee group that meets on its own time
- Have dues deducted from their wages and submitted to the group
- Choose whether or not to become a member of or pay dues to the group
- Have an election to establish the employee group if at least 30 percent of employees sign a petition requesting it; election must be held at least 30 days but not more than 60 days after the employer receives the petition
- When there is more than one competing employee group, the one that receives more than half of the votes cast becomes the exclusive employee group for that department

What employees cannot do under the new law

- **Strike.** Any employee who strikes is subject to discharge; any group that engages in or sanctions a work stoppage loses the right to represent employees for 10 years

What your employer can do under the new law

- Hire, promote, demote, transfer, assign and retain employees; suspend, discharge or discipline employees for cause; maintain operational efficiency; reduce duties because of lack of work or take actions as necessary during an emergency
- Choose to allow employees to meet during work hours without time or pay loss
- Meet with the group even if the employer didn't receive written notice from them
- Terminate its duty to meet with the group if a written agreement can't be reached

What your employer cannot do under the new law

- Interfere with or coerce employees who exercise their rights under the law
- Discriminate in hiring/firing employees to encourage/discourage membership
- Assist in forming/running an employee group or contributing financially to it
- Refuse to meet in good faith with the employee group
- Enter into an agreement that would put the department's budget in deficit
- Pay an employee for days he or she engaged in a strike
- Agree to terms in a written agreement with the group for longer than four years