

 Lexington Police Department	<u>Subject:</u> Collective Bargaining Agreements (see attached agreements)					<u>Policy Number:</u> 24A	
	<u>Accreditation Standards:</u> <u>Reference: 24.1.2</u>					<u>Effective Date:</u> 11/1/10	
<input type="checkbox"/> New <input checked="" type="checkbox"/> Revised	<u>Revision Dates:</u>	1/24/19					
<u>By Order of:</u> Mark J. Corr, Chief of Police							

GENERAL CONSIDERATIONS AND GUIDELINES

It is the policy of the Lexington Police Department to abide by all terms and conditions of the collective bargaining agreement.

Massachusetts General Laws Chapter 150E, is the law that authorizes public employees the right to self-organization for the purpose of bargaining collectively through representatives of their own choosing on questions of wages, hours, and other terms and conditions of employment and to engage in lawful, concerted activities for the purpose of collective bargaining or other mutual aid and protection, free from interference, restraint or coercion. (M.G.L. c. 150 § 2)

PROCEDURE

- A. All collective bargaining units (CBU) negotiate their collective bargaining agreements with the Town Manager in conformance with M.G.L. c. 150E.
- B. Currently there are six (6) collective bargaining agreements that pertain to members within the Lexington Police Department. Signed original copies of the collective bargaining agreements are maintained by the Office of the Town Manager and by the Executive Board of each collective bargaining unit. Photocopies are available in the Office of the Chief of Police, Office of the Captain of Administration and in the Commanding Officers Office.
- C. Copies of the collective bargaining agreements are available on the “L: Drive” of the Town Computer System.
- D. The following groups within the Lexington Police Department are represented by collective bargaining agreements:
 - 1. Lexington Police Association
 - 2. Lexington Command Officers Association, IBPO, Local 501
 - 3. Dispatchers, AFSME, Local 1703
 - 4. Lexington Municipal Employees Association (LMEA)
 - 5. Lexington Municipal Management Association (LMMA)
 - 6. Crossing Guards, SEIU, Local 888

- E. The following groups within the Lexington Police Department are exempt or Town non-represented (TNON):
1. Chief (exempt)
 2. Office Manager; Executive Assistant to the Chief (exempt)
 3. Cadets (non-represented)
 4. Part-time Dispatchers (non-represented)
 5. Parking Lot Attendants
- F. When possible, a copy of the most recent collective bargaining agreements will be attached to this policy. In addition, the Chief or a designee will advise command staff personnel of pertinent changes to the contracts.