



University of Pennsylvania Police Department 4040 Chestnut Street, Philadelphia, Pa 19104		 
Directive: 84	Subject: Collective Bargaining	Effective Date: 05/01/2000
Order of: Gary Williams, Chief of Police		Amended Date: 08/01/2023

I. Purpose

- A. The purpose of this directive is to guide members of the University of Pennsylvania Police Department (UPPD) in dealing with issues related to the Collective Bargaining Agreement (CBA) between the Penn Police Association and the Trustees of the University of Pennsylvania.

II. Policy

- A. It shall be the policy of the UPPD to bargain in “good faith” with the bargaining unit and to settle disputes in a fair, equitable and expeditious manner. The UPPD also commits to abide, in both letter and spirit, by the negotiated labor agreement that has been signed by management, Penn Police Association representatives, and ratified by the bargaining unit.

III. Procedures

A. Collective Bargaining Unit

- 1. The bargaining unit shall consist of a group of employees employed by the UPPD as defined in Article II of the CBA. All other positions are specifically excluded from the bargaining unit.
- 2. A Collective Bargaining Association does Not represent civilian personnel.

B. Management Collective Bargaining Team

- 1. A group of non-bargaining unit employees as appointed by the Chief of Police and the Trustees of the University of Pennsylvania.
- 2. The management bargaining team includes, at a minimum, the Chief of Police or designee and the Division of Human Resources’ Director of the Department of Staff and Labor Relations or designee. One person shall be designated as the principal negotiator.

C. FOP Collective Bargaining Team

1. A group of bargain unit employees as designated by the Penn Police Association. One person shall be designated as the principal negotiator.

D. Bargaining Team Ground Rules

1. Prior to beginning the negotiation process regarding management/employee rights, working hours, wages, terms and conditions of employment, both parties shall decide on mutually acceptable "ground rules" which the bargaining teams shall adhere to during the collective bargaining process.

E. Review, Amendment And Dissemination

1. When all parties ratify the negotiated labor agreement, the Chief of Police or designee will:
 - a. obtain a written, signed copy of the labor agreement,
 - 1) review and amend, if necessary, all written directives and procedures to coincide with the terms of the labor agreement; and
 - 2) disseminate information relative to a new labor agreement, including modifications to existing agreements, to managers and supervisors of the bargaining unit employees.

F. Compliance

Violations of this directive, or portions thereof, may result in disciplinary action.

G. Officers Assigned To Other Agencies

Officers of this department assigned to or assisting other law enforcement agencies will be guided by this directive.

H. Application

This directive constitutes department policy, and is not intended to enlarge the employer's or employee's civil or criminal liability in any way. It shall not be construed as the creation of a higher legal standard of safety or care in an evidentiary sense with respect to third party claims insofar as the employer's or employee's legal duty as imposed by law. Violations of policy will only form the basis for departmental administrative sanctions. Violations of law will form the basis for civil and criminal sanctions in a recognized judicial setting.

Revision History
04/22/2005