

## Why MAP?

The state of affairs for police officers in today's day and age could definitely be better. As with almost any job, pay is one of the major issues. People around the world continue to ask the question: Why do athletes and actors receive the big bucks while the people that protect and serve us make just enough to get by? That's an issue for another time; however, MAP has been formed to fight this issue along with many others.

On its homepage, the goal of MAP is as follows, "MAP was organized to meet the growing needs of police related employees in the area of legal defense and collective bargaining, and to promote the advancement of police labor issues that were not being met by existing police labor groups." I respect how polite this statement is because it doesn't include the walls after walls of resistance met along the way while trying to advance these police labor issues.

Much of what I know either comes from scouring the files day after day or from reading up on the information on the MAP site. There is an extensive process if a police force wants to join MAP in the first place. From what I understand, the officers have a choice on whether or not they want to be represented by a union at all. There really are no advantages of not being represented by one, as evidenced by those in power's constant attempts to convince these people not to sign up for one. First, a certain number of officers have to turn in the proper paperwork to file for a union. Eventually, as with most decisions in this day and age, it all comes down to a vote. If the number does not reach the percentage needed to get to a vote, then the force cannot bring a union in to represent them for another year.

One of the major reasons forces are joining MAP is their reputation for legal defense. Unlike some other unions, they use "real" attorneys to handle their cases, not just someone who can replicate their mumbo jumbo but who in essence is not up to par. When it comes to MAP, they recruit the very best labor attorneys to handle jobs that only labor attorneys are cut out for. This is one major area that separates MAP from the rest of the unions out there.

MAP has recruited not only one of the most professional but also one of the best telemarketing firms in the business. This allows them to receive multiple donations in exchange for a place in their annual adbook. This strategy allows them to offer some of the best services (including labor attorneys), for the lowest rate. They never impose back charged dues and a force will rarely see a dues increase, and if they do, it is generally by a very slim amount.

Another service of MAP is they stick by your side through the thick and thin, exactly what you would want out of a labor union. Some unions find it just candid enough to negotiate a contract with talk of having your back through it all, but when the going gets tough, only the tough get going. With MAP, they *encourage* you to file grievances if portions of your newly

negotiated contract are not fulfilled or are not being followed. They encourage this because they have the labor attorneys on staff to back you up over various disputes that you might have. This is one of the major areas that the municipalities are afraid of when it comes to a force joining a union. This is why they so readily try and convince people against joining MAP... because they know what is going to happen. They will lose power. They will lose all authoritative control and will have to fight for every inch. MAP even provides a grievance form on their website which can be completed in a minimal amount of time.

Grievances and arbitrations will not be filed with the hope of just “stickin’ it to the man.” In many cases, MAP has succeeded in winning arbitration awards in categories such as disciplinary and also interest arbitrations. If you look anywhere else, no one has the same backing up their members than MAP does.

In closing, MAP also provides a number of other services unique to them. On their page, you can find a number of articles posted by the President that he deemed not only necessary but thought could help any officer in the force. One article titled “What every cop should know” has to do with the constitutional standard governing a citizen’s claim that law enforcement officials used excessive force during an arrest. Another article titled, “Pension Reform Bill” is pretty self-explanatory and gives you the run down on everything you need to know regarding your pension.

If you are looking for a quality union who will have your back, treat you fairly, and fight with you like you are one of them, choose MAP.