

ARTICLE 5

LODGE ACTIVITIES

Section 5.1 The City shall recognize three representatives of the Lodge Wage and Benefit Committee for purposes of processing grievances or meeting with Management to discuss the administration of this Agreement. The Lodge shall certify to the City the names of the designated representatives of the Wage and Benefit Committee yearly.

Section 5.2 Designated representatives of the Lodge shall be afforded reasonable time during working hours without loss of pay to meet with Management for purposes of negotiating the Agreement, administering this Agreement, discussing and investigating grievances. In no event shall time spent conducting such business be considered as overtime or paid time outside the officer's regular working hours.

Section 5.3 The Lodge shall be afforded the right to utilize bulletin boards in designated areas at the police station and any sub-police stations for the posting of Lodge notices and other Lodge materials. Such boards shall be identified with the name of the Lodge and the Lodge shall designate persons responsible for utilizing the boards. The boards shall be provided at the cost of the Lodge. Nothing demeaning towards an officer or the Gary Police Department shall be posted on this board.

Section 5.4 The Lodge President or their designee and three (3) elected Lodge Delegates shall be allowed off, without loss of pay, to attend the Annual Indiana State Lodge FOP Conference. Allowed time shall coincide with actual days of the Conference, not to exceed five (5) workdays during the month of June of each year.

Section 5.5 The Lodge President or their designee shall be allowed time off, without loss of pay, to attend the Biennial FOP National Conference. Allowed time shall coincide with the actual days of the Conference, not to exceed five (5) consecutive workdays during the month of August of each off numbered year.

Section 5.6 The Lodge President or their designee shall be allowed time off without loss of pay to attend four (4) Indiana State Lodge FOP Board meetings throughout the year.

Allowed time off shall coincide with actual days of the Board meetings, not to exceed two (2) consecutive days off for each meeting during the year.

Section 5.7 Additional elected delegates shall be permitted to use their accumulated time off or schedule vacation, at no expense to the City as long as no undue staffing hardship is created.

Section 5.8 Any FOP member elected to an Indiana State Lodge and/or National Office in the Fraternal Order of Police shall be granted time off with pay to perform such duties necessary for that office.