

ARTICLE 1

RECOGNITION

Section 1.1 The City hereby recognizes the Indiana Fraternal Order of Police Labor Council, Inc. on behalf of Fraternal Order of Police Ben K. Perry Lodge #61 as the sole and exclusive bargaining representative for all permanent sworn employees of the Gary Police Department excluding employees in "upper level policy making positions" as defined by Indiana State Statute.

Section 1.2 The Indiana Fraternal Order of Police Labor Council, Inc., in its role as bargaining representative, has been selected by a majority of the members of Ben K. Perry Lodge # 61 and shall continue in this capacity until such time as a majority of those members vote to eliminate such representation.

Section 1.3 The City shall not enter into any oral or written agreements with the employees covered under this contract or to any provision of this contract either individually or collectively or with any other organization acting on behalf of such employees.