



What is MAP?

MAP has served the needs of law enforcement employees since 1983. Its founder and president, Joe Andalina, along with the highly trained Executive Board, Board of Governors, office staff, and attorneys, provide assistance in the areas of labor contract negotiations, interest arbitrations, grievance resolution, unfair labor practices, and legal defense.

Collective Bargaining

MAP will tailor your contract to fit the requirements that your wages, benefits, and working conditions.

Mediation and Interest Arbitration: MAP strives to negotiate your contract in good faith, providing the equality you deserve at negotiation sessions. If impasse is reached, MAP is prepared to call in federal impartial mediators and arbitrators when necessary.

Contract maintenance and grievance resolution: After your contract is completed, MAP does not go away. Our legal staff is ready to assist you as disputes arise in order to ensure that your employer does not violate your contract. When disputes cannot be resolved during your grievance procedure timelines, MAP will enter into the grievance arbitration stage when necessary.

Unfair Labor Practices (ULP): When appropriate and indicated during periods of bad faith bargaining, MAP will file ULPs with the Illinois Labor Board (or other labor boards) and argue these issues to provide remedy and relief to our members.

Legal Defense

MAP has provided premier legal defense since our early beginnings. It is a program that has saved the jobs of hundreds of member officers and reduced inequitable punishments.

- Our attorney staff will provide consultation and guidance for all allegations of misconduct arising out of your employment that is not criminal in nature.
- Representation by a MAP attorney only will be provided to protect your rights at either a police, fire, civil service commission, or arbitration hearing.
- Initial consultation with one of our MAP attorneys on issues that can result in discipline. While MAP does not file lawsuits or provide civil rights violation representation, our staff will provide consultation on these matters to ensure your rights. In cases where criminal allegations are made, MAP will assist you in early discussions to ensure your rights are not violated. Representation for an initial interview only will be provided in alleged criminal cases, also.

- Representation at all hearings where suspensions and/or termination is being sought against you for work-related allegations of misconduct.
- Administrative and/or appellate service when such cases qualify and are approved by the MAP Board.
- Peace of mind that as a MAP member, when acting in good faith in the performance of your duty, MAP will provide a MAP attorney (only) to represent you at no additional cost to you.
- Relief for expert witnesses or other expert testimony in that MAP provides a partial benefit for these fees.

MAP's Mission

MAP strives to achieve an advanced strategy of collective bargaining for the attainment of improved salaries and working conditions through the negotiation process and political action with the goal of upgrading the service of our law enforcement members.

We attempt to provide an equal voice for all of law enforcement.

We wish to advance the knowledge of the labor field through education and experience and the promise of friendship for all our members.

Membership Application for Legal Defense

Name (please print): _____ DOB: _____

Department: _____ Title: _____

Home Address: _____ Phone: _____

City: _____ State: _____ Zip: _____ Date: _____

Office Use Only: _____ In: _____
WL: _____ DE: _____

MAP Programs

- Collective bargaining services, which include representation for contract bargaining, mediation, arbitration, and contract maintenance with an experienced and MAP approved labor attorney. This also includes grievance and contract arbitration
- MAP identification card and vehicle sticker
- One free simple will, to be completed by a MAP attorney for members (*by appointment only*)
- Reduced attorney MAP rates available to members for other legal services
- \$1,000 line of duty death benefit
- \$500 one-time line of duty disability benefit
- Information on current criminal justice legislation and organizational support of legislation favorable to law enforcement, as provided in our newsletter and web site
- The *Rap Sheet*, MAP's official newsletter
- Legal defense in issues emanating out of the scope of your police employment, utilizing an approved MAP attorney
- Twenty-four hour emergency consultation available with a MAP Board member or attorney



**Metropolitan Alliance
of Police**
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