



Monthly Newsletter
May, 2017

Your Monthly News & Updates



A Message from Your President

As summer approaches, there will be much to do with friends and family. Don't forget to keep personal safety in mind while you're having a good time. A fun outing can turn to tragedy instantly. Watch the little ones around the pool, keep safe boating practices at the top of your priorities while at the lake, maintain your car and check it before leaving on that long awaited road trip. Remember to keep yourself and your pets hydrated during the hot, summer months. You may also wish to alert your credit card company that you will be travelling out of town *and* keep an eye out for credit card fraud!

Your personal well-being is most important to us! If you have a question, our office staff is here to assist you. Don't hesitate to give us a call. Have a safe and carefree summer season and we look forward to hearing from you!



Meet John Dean Harper, Esq. *your association's legal representative*

Mr. Harper is a graduate of Ohio University in Athens, Ohio with a Bachelors of Business Administration degree and a double major in Business Pre-Law and General Business. He is also a graduate of the University of Cincinnati, College of Law with a Juris Doctor. In addition to acting as Outside General Counsel for PPACE, Mr. Harper has a private law practice focusing primarily on corporate law, estate planning, labor/employment (public safety sector), personal injury and non-profit entities. He also volunteers his time as General Counsel for the Injured Police Officers Fund.

LEGAL CORNER

In this maiden voyage on Legal Corner, I want to reiterate a common mantra I have preached in my many years of representing public employees. That mantra is to be your own advocate and if you have a concern contact the Association. By this I mean read the Collective Bargaining Agreement, read Department Policy (and keep up on it), learn the Police Officers Bill of Rights (of which you are all protected under per Department Policy), understand the Family Medical Leave Act (FMLA) and be active in the Association. This is especially pertinent now in that there are several issues the Association has dealt with that would have been better defensible had the Association been involved earlier in the process.

Also, in almost 20 years of doing this, I have seen numerous times when the Department has either (intentionally or unintentionally) attempted to, or actually violated our members rights. If you have a concern, contact the Association. Early intervention can either resolve an issue or if it progresses, ensure that your rights are protected. Some examples of situations that I am writing about are: 1) A member had a medical condition that affected the member's job performance. While the member did obtain intermittent FMLA, it did not address all situations while at work. It is my opinion that the adverse employment action the member received would not have happened had the member sought accommodation through Health and Safety; and 2) In many situations, members do not rebut a contact or actually take discipline without dispute. While this may not matter at the moment it happened, it is down the road when the Department is making a cumulative discipline case that it becomes problematic. At that future time, the member cannot dispute the earlier paper and it must be believed as true by the finder of fact.

In future newsletters, I may address newsworthy issues that affect you as a public employee and specifically as a department member. I place high value on your public service. Best wishes for your health and prosperity!

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PPACE Rejoins forces with IUPA

The LVPPACE announces their re-affiliation with the International Union of Police Associations (I.U.P.A.) For over 35 years, the I.U.P.A. has been dedicated to representing law enforcement professionals across this great nation as well as in Puerto Rico and the U.S. Virgin Islands. I.U.P.A. has consistently striven to lead the way in terms of wages, hours, and working conditions. The organization prides itself on assisting their autonomous Locals in meeting the challenges of their particular employers and communities.

Additionally, the I.U.P.A. Legal Department will work with LVPPACE's Attorney to address any legal issues that may arise. LVPPACE will also enjoy great benefits and savings with companies such as AT&T, Homes for Heroes, Union Plus, Heroes Vacation Club, American Income Life, and many other service providers. Visit www.iupa.org to find out more of the benefits that are available for immediate use as a member of the I.U.P.A.

Did You Know?

Your association works hard at keeping your well-being at the top of its priorities. Here are last month's office statistics to let you know what goes on while you're working to keep our community safe from crime:

Total Office Calls Handled: 331*

Member: **196**

Non Member: **48**
Retiree: **13**
Management: **29**
Outside / Other: **45**

**These calls include contract issues, insurance issues, workplace issues, supervisor issues, sick leave, FMLA, IAB, and disciplinary matters.*

Total Meetings Attended: 59*

**These meetings include IAB, membership, pre-discipline, grievances, workplace conditions, deferred compensation, civil service and health insurance meetings.*

Additionally, your office staff met with 28 new hires in order to process their medical insurance benefit packages.

Upcoming Events

MEDICAL INSURANCE OPEN ENROLLMENT
JUNE 5th - June 16th, 2017

Medical insurance open enrollment is upon us so be sure to sign up or if you have any changes to your policy, this is the time to make those changes!

PPACE LAS VEGAS 51s EVENT

Mark your calendars for Saturday, July 29th. PPACE will be sponsoring a member appreciation night at the game! It's fun for the entire family. We look forward to seeing you there!

Service Spotlight

Bon Voyage Retirees!

Darene Green - 19 years
Jerry Vendl - 13 years
Sheri McDevitt - 24 years

Welcome New Hires!

Christopher Henkel - Control Room Operator
Jamilah Jenkins - Control Room Operator
Raphael Keller - Sr. IT Customer Support
Evangelina Walsh - Accounting Tech.

STAY CONNECTED:

