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Nota di contenuto	A message to police unions : the road does not go on forever and the party eventually ends -- Storm clouds were brewing -- Police unions are the duck-billed platypus of the labor movement -- Police unions 101 -- Police unions at the crossroads -- The leadership challenge -- Membership education -- It is now or never for police unions -- Challenges for police union leaders -- Pray for peace, but prepare for war -- The power of police unions : it ain't what it used to be, but it's all you have to survive in the new reality -- Rethinking political action -- What every union leader needs to know about dealing with the media in a high profile incident -- Confrontations should be the last resort and not an opening salvo during any impasse -- Not all confrontation tactics are created equal -- What every bomb thrower needs to know before you light the fuse -- Three reasons union leaders fail -- It is time for police unions to step up and embrace reforms -- The paradigm shift -- Recruiting : it's a whole new ball game -- If officers want qualified supervisors they have to accept real promotional schemes -- The beatings will stop when morale improves -- All roads to reform lead back to training -- Law enforcement, police unions, and the future -- Introduction -- Police compensation -- Barriers to officer mobility -- Removing the financial barrier to officer mobility -- How you perform your job -- Changes needed in the police profession -- Police union are becoming obsolete -- Some final thoughts on the

future of policing -- National and international perspectives on the current issues impacting policing -- Introductory remarks -- Disorganized labor / Ron DeLord -- How to defuse police violence? one simple answer has been overlooked : hire more women officers / Katherine Spillar -- Body cams, dna, smart phones and the nfl / Larry Watts -- The challenge of change : the second battle of the alamo / Greg Brockhouse -- Response to perf's "30 guiding principles" document / Missy O'Linn -- The police union response to perf's "30 guiding principles" / Brian Marvel -- Public pensions - the australian experience / Mark Burgess -- The international police union environment.

Sommario/riassunto

For the past 40 years, the majority of law enforcement personnel could depend on regular salary increases, better health care, and pension benefits while reaping the advantages of belonging to an organization that was learning how to gain and use political power. However, these peaceful and untroubled days are over. Police unions, despite their best efforts at the bargaining table, now find themselves preparing their members for layoffs, pay and benefit cuts, and more restrictive working conditions. Leaders are trying to fight back against the well-financed, organized efforts to weaken the public sector unions, eliminate collective bargaining rights, end defined benefit pensions, and privatize the job. Police unions must change the way they do business if they want to survive. This book identifies how to mount an effective political campaign, the complexities of confrontations, and the reasons police union leaders fail. The book is divided into five primary parts, each of which explores police union management. Part I focuses on the myriad of police challenges, Part II examines the three reasons union leaders fail, Part III examines the ability to embrace reforms, Part IV discusses the future of policing, and finally, Part V evaluates the national and international perspectives on the current issues that impact policing. Areas of discussion include officer-involved shootings; stopping the growing racial divide between law enforcement and citizens; complex issues concerning body cams; how to use social media effectively; mastering a certain leadership style; changing the culture of unions; more diversity among leadership; and motivating membership. By following the superb analysis and creative ideas for solutions in this book, police labor leaders, law enforcement personnel, and policymakers will see the quality of their efforts improve remarkably.
