

IT IS FURTHER ORDERED that the Charged Party, The City of Phoenix, its officers and agents, shall cease and desist from interfering with public employee rights under the Phoenix Employee Relations Board Ordinance, as amended, in the manner set forth below, or any like or related conduct, in connection with the operation of the Department of Police:

Interfering with public employees' right to form, join and participate in any employee organization, such as Phoenix Law Enforcement Association ["PLEA"], or their rights to refrain from doing so; and/or

Interfering with public employees' rights to be represented by an employee organization of their own choosing, to meet and confer through an authorized employee organization (such as PLEA), with their public employer in the determination of wages, hours and working conditions, and to be represented in the determination of grievances arising thereunder; and more specifically, by way of example,

Forcing PLEA representatives to answer PSB questions [or creating the impression that they are so obligated], concerning PLEA's internal operations, policies and practices, PLEA's or its members' concerns about Police Department operations, policies or practices, or the identity of PLEA Unit members who have expressed concerns about such matters;

→ Unless and until PSB shall have first established that such information is reasonably required by PSB in connection with a valid PSB investigation, PSB shall have exhausted all other reasonable opportunities and methods to acquire such information, and it shall first have given PLEA a reasonable opportunity under the circumstances to suggest less intrusive alternatives, and

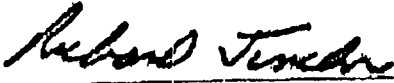
IT IS FURTHER ORDERED that this Order shall be conspicuously posted and maintained by the City for a period of sixty (60) consecutive days, commencing within ten (10) days of the date of this Order, at all spots where notices to Unit personnel are customarily posted, and

IT IS FURTHER ORDERED that all other unfair labor practices allegations in this matter are hereby dismissed, and

IT IS FURTHER ORDERED that all allegations against individual Charged  
Parties are hereby dismissed.

DATED this 3<sup>rd</sup> day of APRIL, 2006.

PHOENIX EMPLOYMENT RELATIONS BOARD

By   
Richard D. Fincher, J.D.,  
Chairman