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1. Collective Bargaining:

Technological advancement and internet revolution has affected most of the segments of the society and innovative policing cannot remain without being influence by it. Technology has been instrumental in effecting constant changes in police practices and a variety of police programs have been introduced into the law enforcing mechanism. Mobile computing terminals in police cars is an integral part of community policing now. New organizational systems for patrolling have been introduced.

Collective bargaining is not a tool of oppression. Police is not the enemy of public and one should never think that citizens and law enforcing authorities need to be at war with each other permanently. Basically, there is no conflict of interests between the two agencies. A couple of wrong approaches by the police officials should not be cited to brand the entire police force as wrong. KC Veatch(2008) in his article " The Effect of Collective Bargaining on the Use of Innovative Policing," makes mention about " three methods of innovative policing: citizen review boards, early warning systems, and the use of in-car camera systems."(Paper 14)The public is interested in getting service. In substance, it is not interested whether the powers are with the union representatives or with the management officials. But progressively, more and more powers are wrested by the latter as such they would be concerned in retaining the goodwill of the public. Policing is a responsive function. Just because there are bad elements in the public, policing becomes necessary. In an ideal society free from violence and negativities the question of policing does not arise. But to attain such a perfect state is

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impossibility and the question of law enforcement comes to the fore. In the conditions obtaining today, unions continue to expand as such the community of utilizing collective bargaining has come to stay and will expand and it will be beneficial to law enforcement.

2. Police Officers Bill of Rights

The provisions of Constitution of America apply uniformly for all its citizens. There are no divisions like ordinary citizens and police citizens. When a police officer is being investigated, he is entitled for all the benefits of a fair trial like any other privileged citizen. Police officers work under tremendous stress and at times the disposition of the investigating officer seem bad, but finding solutions to the tough cases is not kindergarten stuff. The life of a police officer is filled with uncertainties and he too is aware of his constitutional duty to maintain highest ethics in law enforcement. It is easiest of the options for the researchers, think tanks and politicians to frame laws and prepare duty list for the police officers. Such people should spend a day in the police station, or get involved in the investigating responsibilities related to serious crimes and only then they will understand the pressure in which the police officers function. "[...] two important U. S. Supreme Court cases, *Garrity v. New Jersey* and *Gardner v. Broderick*, the police officers bill of rights, as advocated by the Fraternal Order of Police, provides basic guidelines that serve to ensure fairness and to make sure that, during the course of an administrative investigation, officers basic constitutional rights are protected." (criminologycareers) This is the correct approach and as such I commend the contents of Police Officers Bill of Rights. No officer should be asked to reveal some information under the threat of losing his job. No officer can be wrongly compelled to testify against

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himself. Fair administrative investigation is alright, but criminal investigations for allegations of illegal activity and corruption charges, must be proceeded with as per democratic principles as chances of deliberate victimization and the vindictive attitude by some senior authorities to fix a particular officer cannot be ruled out. As such I commend the Police Officers Bill of Rights as it is framed to protect the interests of the Police Officers.

References Cited

Police Officers Bill of Rights

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