

## **Norm Koch**

In 1968 a young upstart ex-mountie named Norm Koch with about 17 years total police service was elected president of the Edmonton Police Association, and except for a one year hiatus remained in that position, as well as president of the Alberta Federation of Police Associations, until his retirement in 1983. He continued to be very active after his retirement becoming the full time business manager of the Edmonton Police Association until his real retirement in 1997. Norm Koch, for the almost 30 years that he has been actively involved in the police labour field, has been an advocate of the individual officers he represents. Never one to shy away from a controversial issue and ever eager to share his opinion with anyone who'd listen and some who didn't, Norm Koch has always gone the extra mile to get the most for the members. Police Officers across Canada who enjoy benefits like shift differential, civil and criminal liability protection, extra vacation incentives and specialist pay owe Norm Koch an enormous debt of gratitude. During his 30 years as the chief labour negotiator for police associations throughout Alberta he introduced many of these benefits into police contracts for the first time. In spite of the challenges and adversity that he and other pioneers in the police labour field faced, Canadian police officers became and remain the most respected, highly qualified and best represented in the world. Norm's reputation as a tenacious but fair negotiator, along with his determination, focus and tenacity during the negotiation process allow us to enjoy the lifestyle and respect that we do today.