

Engagement Framework

Second Round of Collective Bargaining between TBS and the NPF



To preserve the integrity of the process, principles of Negotiations Confidence must always be respected.

Objective

Engagement approach aims to:

- inform contract partners of the collective bargaining process, timelines and roles and responsibilities;
- as feasible, provide status update on progress and decisions; and
- provide an opportunity for contract partners to provide feedback.

Process

- Contract Management Committee (CMC) to be leveraged as the forum for discussion and information sharing.
- Municipal Associate Members* on CMC will be responsible to disseminate information received to its municipalities. Public Safety Canada may organize separate meeting(s) with municipalities as needed to complement information disseminated by CMC Municipal representatives.

Roles and Responsibilities

Treasury Board of Canada Secretariat:

- Determine bargaining priorities; develop negotiations strategy; and oversee and lead negotiations process.
- Manage public communications related to collective bargaining.

Public Safety Canada:

- Facilitate discussions and information sharing between TBS and contract partners.
- Explain the impact of collective bargaining on police services agreements with contract partners.

Royal Canadian Mounted Police:

- Commissioner has the responsibility and decisional authority for police operations, human resources, and financial management of the RCMP.

Approach

PART 1-Beginning of Negotiations

(February 2023)

Public Safety Canada to facilitate launch meeting with TBS and contract partners to discuss:

- Engagement Framework, including approach for engagement/sharing of information with municipalities
- Overview of the bargaining process, including timelines
- As feasible, priorities for this round of collective bargaining
- Key contacts for communications

PART 2- During Negotiations

(est. March- End of September 2023)

- Public Safety Canada to facilitate additional meetings with TBS to provide updates through CMC and Officials
- As needed, Public Safety Canada may facilitate additional meeting(s) with contract partners and/or municipalities specifically.

PART 3 - After Negotiations

(est. Fall 2023)

- Public Safety Canada to facilitate a closing meeting with TBS to communicate collective bargaining negotiation outcomes.
- Final cost impacts will be clearly communicated to contract partners.

* Provincial representative can represent jurisdictions that do not currently have a designated Municipal Associate Member.