



Treasury Board of Canada
Secretariat

Secrétariat du Conseil du Trésor
du Canada

Canada

Collective Bargaining Update

Contract Management Committee Meeting
June 13, 2023

BARGAINING UPDATE

➤ **Negotiation Sessions**

○ Five (5) Sessions

- January 24 to 26
- February 21 to 23
- April 4 to 6
- May 9 to 11
- June 6 to 8

➤ At the June session, the parties exchanged comprehensive offers.

➤ Future meeting dates are being explored.

SCOPE OF BARGAINING / PRIORITIES

Outside Scope of Collective Bargaining

Legislation

- Financial Administration Act
- RCMP Act
- RCMP Superannuation Act
- Federal Public Sector Labour Relations Act

Commissioner Authorities and Management Rights*

- Police Operations
- Conduct
- Resourcing, Staffing and Promotions
- Classification
- Performance Management
- RCMP Policies

Other Terms and Conditions Managed Elsewhere*

- NJC Directives (e.g. Travel, IPGHD...etc.)
- Health Care
- Dental Care
- VAC Benefits
- Insurance

**Not an exhaustive list*

Within Scope of Collective Bargaining

- **Union Security**
 - Representation
 - Dues
- **Labour Relations**
 - Grievance Procedure
- **Working Conditions**
 - Hours of Work
 - Standby
- **Leave Provisions**
 - Annual Leave
 - Maternity/Parental Leave
 - Designated Paid Holidays
- **Compensation**
 - Salary
 - Allowances
 - Overtime

**Not an exhaustive list*

Employer Priorities

- **Preserve management rights**
 - Employer and Commissioner authorities maintained
- **Maintain operational effectiveness**
 - Operational determinations protected
- **Address specific RCMP needs**
 - RCMP priorities advanced
- **Negotiate wage increases that are competitive and fair for members and Canadians**
 - Employer's compensation philosophy
- **Short negotiation period to minimize retroactive pay**
 - Significant progress after five (5) sessions
- **Maintain positive working relationship with the NPF**
 - Interest-based bargaining

* Although considered out of scope, there is nothing legislative barring these items from being raised or discussed.

Collective Bargaining Landscape

➤ Police agreements limited beyond 2023

- Very few signed pre- and post-pandemic
- Many forces in bargaining or arbitration phase
- Uncertainty with OPP and Ontario Wage Restraint Act

PD	2023/2024	2024/2025	2025/2026
Surrey	3%	3%	-
Peel	2%	2%	-
Niagara	2%	2%	2%
Brantford	2%	2%	2.5%
Montreal	5%	3%	3%

➤ Public Service agreements reached recently

- Negotiated settlement following Public Interest Commission (PIC) Report for largest union (PSAC)
- Numerous groups reached agreements shortly thereafter
- Eight (8) Bargaining Unit settlements so far

CPA	2023/2024	2024/2025	2025/2026
PSAC	3.5%	2.25%	2%
CAPE	3.5%	2.25%	2%
ACFO	3.5%	2.25%	2%
PAFSO	3.5%	2.25%	2%
IBEW	3.5%	2.25%	2%