



Treasury Board of Canada
Secrétariat

Secrétariat du Conseil du Trésor
du Canada

Canada

Collective Bargaining Update

Contract Management Committee Meeting
February 14, 2023



BARGAINING TIMELINES AND MILESTONES

- **Notice to Bargain**
 - The NPF served Notice to Bargain on December 9, 2022

- **Exchange of Proposals**
 - The parties exchanged Book of Proposals on January 10, 2023.

- **Negotiation Sessions**
 - 1st Session: January 23 to 26, 2023
 - 2nd Session: February 21 to 23, 2023
 - 3rd Session: April 4 to 6, 2023

SCOPE OF BARGAINING

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**
- **Maintain operational effectiveness**
- **Address specific RCMP needs**
- **Negotiate wage increases that are competitive and fair for members and Canadians**
- **Short negotiation period to minimize retroactive pay**
- **Maintain positive working relationship with the NPF**

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

What is considered in collective bargaining?

- **The Federal Public Sector Labour Relations Act (FPSLRA)** is the legislation which governs collective bargaining in the federal public service.
- Treasury Board Secretariat's **Policy Framework for the Management of Compensation** flows from section 175 of the FPSLRA and delineates **4 guiding principles** for fair compensation decisions designed to attract, retain, motivate and renew the workforce required to deliver results to Canadians:

External Comparability

Compensation should be **competitive with, but not lead**, that provided for similar work in relevant labour markets

Internal Relativity

Compensation should reflect the **relative value** to the employer of the work performed

Individual/Group Performance

Compensation should **reward performance**, where appropriate and practicable, based on individual or group contributions to business results

Affordability

The cost of compensation **must be affordable** within the context of the commitments to provide services to Canadians, the fiscal circumstances, and the state of the Canadian economy

- Government compensation decisions are made taking into account relevant laws and general public policy.
- The above-mentioned principles are to be balanced against economic and social policy objectives and the expectations and pressures of the public.

TOTAL COMPENSATION

The value proposition of the Treasury Board of Canada, as the Employer for the Core Public Administration and the RCMP, revolves around its total compensation regime:

- Base Salary;
- Paid Leave;
- Allowances and Premiums;
- Pension;
- Canada Pension Plan/Quebec Pension Plan Contributions;
- Benefits; and
- Employment Insurance Contributions.

Collective Bargaining Landscape – Policing World

- Very few collective agreements concluded during the pandemic:
 - **Surrey Police Force, BC: 3% annual economic increases** respectively in 2022, 2023 and 2024.
 - **Peel, ON: 2% annual economic increases** from 2021 to 2024.
- No collective agreements extend beyond 2024, except for the **Niagara Regional Police**:
 - 6-year agreement spanning from 2021 to 2026, with annual **economic increases of 2% each year**.
- **Ontario Provincial Police (OPP)**:
 - Was the main comparator last round for negotiations between the RCMP and the National Police Federation.
 - Bill 124 – *Ontario Wage Restraint Act* (2019) limited economic increases to 1% annually for three years.
 - Bill 124 was struck down by the Ontario Superior Court in 2022. The Ontario government is now appealing this decision. The outcome most likely won't be known in time for this round of bargaining.