



Treasury Board of Canada
Secrétariat

Secrétariat du Conseil du Trésor
du Canada

Canada

Collective Bargaining

Contract Management Committee Meeting
November 22, 2022

THE FIRST ROUND OF BARGAINING

- **First collective agreement**
 - Signed on August 6, 2021 and expires on March 31, 2023.

- **Competitive wage increase**
 - Lead to the NPF withdrawing a significant number of proposals.

- **Preservation of Management Rights**
 - Management rights and Commissioner authorities preserved.
 - Determinations regarding effective police operations maintained in RCMP Policy.

THE SECOND ROUND OF BARGAINING

- **Notice to Bargain**
 - Anticipated for early December 2022

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

ROLES AND RESPONSIBILITIES

- **Treasury Board of Canada Secretariat**
 - Compile and determine bargaining priorities
 - Develop negotiations strategy
 - Oversee and lead negotiations process

- **Royal Canadian Mounted Police**
 - Commissioner has the responsibility and decisional authority for police operations, human resources, and financial management of the RCMP.

- **Public Safety Canada**
 - Manage the impact of collective bargaining on respective police services agreements with applicable provinces, territories, and municipalities.

COMMUNICATIONS

- To preserve the integrity of the process, the principles of Negotiations Confidence must be respected.
- TBS will manage public communications related to collective bargaining.
- TBS will work with Public Safety, who in turn will manage the communications approach with contract partners.
 - Although contract partners will not be present during bargaining sessions, we are looking to establish a more collaborative communications process based on lessons learned.

OPEN DISCUSSION



- What kind of information would have been useful to have in the first round?
- What do you suggest would be the most effective manner to communicate with contract partners?

Thank you