

Thunder Bay Police Services Board

Memorandum

TO: Members of Thunder Bay Police Services Board

FROM: John S. Hannam, Secretary to the Board

DATE: January 9, 2023

SUBJECT: Establishing a Labour Relations Committee

At its October 19, 2021 meeting, the Thunder Bay Police Services Board resolved to create a bargaining committee, at the start of the next term of the Board, charged with preparing for and conducting collective bargaining on behalf of the Board and ongoing maintenance of collective agreements. That committee was proposed to be structured as follows:

- 2 members of the Board
- The Chief of Police or the Deputy Chief of Police, at the discretion of the Chief¹.
- The Service's Human Resource Specialist
- Optional: the Board's legal counsel, or legal counsel for the Service

A separate bargaining protocol was adopted to help guide that committee in its work.

Having regard for ongoing matters before the Board, along with recommendations from the Board's Expert Panel, it is clear that an expanded committee with a broader mandate beyond bargaining and the collective agreements would better serve the Board and the Service.

It is now recommended that the committee's mandate include collective bargaining, management of grievances and broadly health and well-being of Service members, including avoidance of disability and return to work. The expanded committee is proposed in order to obtain further expertise to assist with respect to the mandate of the committee. The structure of the committee is recommended as found in the motion below, and, in accordance with the Procedural By-law, will be required to prepare detailed terms of reference for the approval of the Board.

It is recommended that the committee be established now so that recruitment of committee representation can get underway while the Board awaits its full complement of members.

“With respect to the governance of labour relations, including collective bargaining, consideration of grievances and Service member and health well-being, we recommend that the Thunder Bay Police Services Board establish a Labour Relations Committee, in accordance with its procedural rules;

AND THAT the committee's composition include:

¹ The involvement of the Chief, or the Deputy Chief, would have to take into account s. 120(4) of the *Police Services Act* which provides that “The chief of police or, if the parties consent, another person designated by the chief of police may also attend the parties' bargaining sessions in an advisory capacity”.

- 2 members of the Board
- 2 community members appointed by the Board
- The Chief of Police, or designate, as a non-voting member.

AND THAT the committee be supported by the Board's Administration, along with advice of legal counsel and Human Resources specialists as might be required."

/jsh