

RCMP Labour Relations / Collective Bargaining

Background Information¹

Overview

In April 2024, an independent arbitrator awarded RCMP Members below the rank of Inspector and Reservists a 4% salary increase per year for two years, as well as a one-time allowance of \$2,500 related to the performance of regular duties. This decision is the result of a binding arbitration process pursued to resolve outstanding collective bargaining issues, including compensation. A second collective agreement is still to be finalized by the Government of Canada and the National Police Federation, the union representing RCMP Members.

The first RCMP collective agreement expired on March 31, 2023. This six-year agreement included a total compounded increase of 24% to RCMP base salaries, as well as a significant retroactive cost to address the period (2017-2021) when RCMP members worked under an expired federal compensation agreement.

UBCM Advocacy

This issue has been a priority for the UBCM Executive since January 2015, when the Supreme Court of Canada ruled that the RCMP had the right to collective bargaining, similar to other members of the public service. UBCM has delivered the following correspondence in support of local governments:

- To Ministers Ralph Goodale and Scott Brison re: Concerns with Bill C-7 (April 2017): https://www.ubcm.ca/sites/default/files/2021-08/UBCM-Public_Safety_Canada-Bill_C7-2017-04-10.pdf
- To B.C. Senators re: Concerns with Bill C-7 (October 2017): https://www.ubcm.ca/sites/default/files/2021-08/UBCM-BC_senators-Bill_C7-2017-10.pdf
- To Ministers Ralph Goodale and Scott Brison re: Ongoing Concerns with Bill C-7 (October 2017): https://www.ubcm.ca/sites/default/files/2021-08/UBCM-Public_Safety_Canada-Bill_C7-2017-10.pdf
- To Minister Ralph Goodale re: Local Government Input (November 2018): <https://www.ubcm.ca/sites/default/files/2021-08/2018-11-09%20Goodale%20Re%20Labour%20Relations%20LG%20Involvement.pdf>
- To Minister Marco Mendicino re: Impacts on Local Governments and Retroactive Costs (Nov. 2021): <https://www.ubcm.ca/sites/default/files/2021-11/2021-11-24%20Minister%20Mendicino%20re%20RCMP%20Collective%20Agreement.pdf>
- To Public Safety Canada and the RCMP re: Request to Discuss RCMP Collective Agreement (Mar. 2022): <https://www.ubcm.ca/sites/default/files/2024-06/2022-03-08%20UBCM%20to%20PSC%20%26%20RCMP%20re%20Billing%20and%20Collection%20of%20Retro%20Payments%20FINAL.pdf>

Some of the primary concerns have included the lack of consultation and communication; the difficulty for local governments to absorb large one-time costs (e.g., retroactive payments); and the lack of adequate financial guidance from the federal government.

¹ This background document includes information that Public Safety Canada has approved to be made public.

As a result of the March 2022 letter to Public Safety Canada and the RCMP, UBCM secured meetings for its members to discuss impacts associated with the first collective agreement. More than 70 local governments attended these meetings with Public Safety Canada and the RCMP, conveying concerns consistent with the key themes previously raised by UBCM and other contract partners (see above).² Local governments also used the opportunity to discuss direct impacts on local finances.

Since that time, UBCM has continued to advocate for local governments through the Local Government RCMP Contract Management Committee (LGCMC) and the national Contract Management Committee (CMC). Work has included conveying local government concerns regarding retroactive pay and other issues related to RCMP collective bargaining, as well as information sharing through *The Compass* e-newsletter.

As a result of local government advocacy at the CMC table, the federal government has committed to direct consultation with local governments in advance of the third round of collective bargaining, which could begin as early as December 2024. Further details are expected in the coming months.

UBCM Information Sharing

As noted above, part of UBCM's role is to share relevant information with the membership. The following articles have been published in *The Compass* over the past three years:

- Arbitrator's Decision Sets RCMP Pay (April 2024):
<https://www.ubcm.ca/about-ubcm/latest-news/arbitrators-decision-sets-rcmp-pay>
- Canada and RCMP Union Proceeding to Arbitration (March 2024):
<https://www.ubcm.ca/about-ubcm/latest-news/canada-and-rcmp-union-proceeding-arbitration>
- RCMP Retroactive Costs for Small Communities (August 2023):
<https://www.ubcm.ca/about-ubcm/latest-news/rcmp-retroactive-costs-small-communities>
- Collective Bargaining for Second RCMP Collective Agreement (June 2023):
<https://www.ubcm.ca/about-ubcm/latest-news/collective-bargaining-second-rcmp-collective-agreement>
- Extension Granted for RCMP Retroactive Cost Payment (April 2023):
<https://www.ubcm.ca/about-ubcm/latest-news/extension-granted-rcmp-retroactive-cost-payment>
- Local Governments to Pay RCMP Retroactive Costs (April 2023):
<https://www.ubcm.ca/about-ubcm/latest-news/local-governments-pay-rcmp-retroactive-costs>
- Update on RCMP Collective Agreement (March 2023):
<https://www.ubcm.ca/about-ubcm/latest-news/update-rcmp-collective-agreement-0>
- Update on RCMP Retroactive Costs (August 2022):
<https://www.ubcm.ca/about-ubcm/latest-news/update-rcmp-retroactive-costs>
- Collective Agreement Concerns Conveyed (May 2022):
<https://www.ubcm.ca/about-ubcm/latest-news/collective-agreement-concerns-conveyed>
- Public Safety Canada, RCMP to Discuss Collective Agreement (April 2022):
<https://www.ubcm.ca/about-ubcm/latest-news/public-safety-canada-rcmp-discuss-collective-agreement>
- FAQ on RCMP Retroactive Costs (April 2022):
<https://www.ubcm.ca/about-ubcm/latest-news/faq-rcmp-retroactive-costs>
- Update on RCMP Collective Agreement (February 2022):
<https://www.ubcm.ca/about-ubcm/latest-news/update-rcmp-collective-agreement>

² City of Prince George elected and staff representatives attended these meetings.

- UBCM Seeks Federal Action on Policing Costs (November 2021):
<https://www.ubcm.ca/about-ubcm/latest-news/ubcm-seeks-federal-action-policing-costs>
- RCMP Members Ratify Collective Agreement (August 2021):
<https://www.ubcm.ca/about-ubcm/latest-news/rcmp-members-ratify-collective-agreement>
- RCMP Union Agrees to Tentative Deal (June 2021):
<https://www.ubcm.ca/about-ubcm/latest-news/rcmp-union-agrees-tentative-deal>
- Anticipating RCMP Unionization Costs (January 2021):
<https://www.ubcm.ca/about-ubcm/latest-news/anticipating-rcmp-unionization-costs>

In addition to these updates, the UBCM Executive has received regular updates at its quarterly meetings.

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