



Royal Canadian Mounted Police    Gendarmerie royale du Canada  
Commanding Officer    Commandant divisionnaire

AUG 01 2023  
RECEIVED

July 21, 2023

Province of British Columbia  
Mayors and Chief Administrative Officers

Dear Respected Colleagues / Community Partners,

**Subject:      Collective Agreement Negotiations Between Treasury Board of Canada and the National Police Federation**

I write to keep you informed on the status of negotiations between Treasury Board of Canada and the National Police Federation (NPF) as they work toward a second collective agreement for RCMP Regular Members and Reservists. While negotiations are ongoing and specific details remain confidential between the bargaining parties, I believe it is important for me to provide you some general updates to the extent that I am able to.

Specifically relating to bargaining, face to face negotiations began in January 2023. The BC RCMP are represented through participation on the bargaining committee. The Treasury Board Secretariat are utilizing a team of RCMP Subject Matter Experts including three BC RCMP Commissioned Officers who are participating at the bargaining table.

There have been five multi-day negotiation sessions which have been meaningful to both parties to build onto the first collective agreement. What substantively remains to negotiate are the term and salaries. Negotiations are currently paused and should resume in August or September 2023. Generally, policing salaries continue to trend upward which can be contributed to a strong Canadian labour market, a nationwide shortage of police officers in almost all Police Agencies and less interest in entering this demanding high-risk profession.

In the Multi-Year Financial Plan (MYFP), I provided you human and financial resource projected needs for 2024/25. A non-contractual estimate of 3.5% has been put forward for inclusion in the MYFPs for planning purposes, and this figure has been acknowledged by the Contract Management Committee (CMC). Negotiated salary increases or those imposed through third party arbitration could result in increases below or above the planning rate. Given that the NPF has access to binding arbitration (in the absence of a negotiated settlement) there is inherent uncertainty in projecting settlements. As such, should Contract Partners wish to build

contingencies into their planning figures to mitigate potential fluctuations in negotiated rates or the possibility of arbitration, they are encouraged to do so.

I commit to providing you updates, insofar as possible, on the status of negotiations going forward while ensuring that negotiations confidence is respected.

Regards,

A handwritten signature in blue ink, appearing to read 'Dwayne McDonald', is written over the printed name.

Dwayne McDonald  
Deputy Commissioner  
Commanding Officer  
BC RCMP