Key Messages on RCMP Collective Bargaining

- There are two types of RCMP service contracts in Alberta. For municipalities under 5,000 **and MD's &** Counties, they are policed under the Provincial Police Service Agreements (PPSA). Comparatively, municipalities over 5,000 in population contract directly with the RCMP under a Municipal Police Service Agreement (MPSA). There are 47 MPSA municipalities in Alberta.

- In 2017, the Government of Canada passed legislation allowing RCMP regular members and reservists to unionize and bargain collectively.
- In late June 2021, the federal government announced that a tentative agreement had been reached, but it did not make the details public.
- Negotiations were conducted exclusively between the federal government and the union.
  - Municipalities were not at the table for the negotiations.
  - The federal government did not provide updates to relevant stakeholders, including municipalities, during the negotiation process.
- Given the length of these negotiations, it is anticipated that *up to five years of retroactive pay increases* could be included in the contract.
- Because of the lack of communications from the federal government as the bargaining progressed, municipalities were not aware of any settlement details and thus were not able to properly prepare financially for these retroactive pay increases. As a result, are unable to absorb what may prove to be substantial costs.
- Municipalities, particularly smaller municipalities, are unable to absorb significant increases to their policing costs. The fiscal shock caused by this decision may threaten the viability of some communities.
- Retroactive pay costs will be significant, at approximately $50 - $60 million to be shared between 47 MPSA municipalities in Alberta. This translates to approximately $50,000 per constable.
- **Bottom line**: Any retroactive pay increases which were negotiated by the federal government must be paid by the federal government. It would be unreasonable and unfair for the Government of Canada to do otherwise.