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# Interest Arbitration & Collective Agreements

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Summit on the Economics of Policing: Strengthening Canada's Policing Advantage –  
16 January 2013



## Background

- 55 municipal PSBs – PSBs negotiate collective agreements with PAs
  - 120 OPP contract PSBs – Gov't negotiates collective agreements with OPPA
  - 9 First Nation PSBs
  
  - Interest arbitration - intent to be extension of bargaining, leading to same results
  
  - Arbitrators chosen by the 2 parties
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# Arbitration Decision Criteria

- Employers' ability to pay (seldom considered)
- The extent to which services may have to be reduced
- Economic situation (seldom considered)
- Comparison to others (in practise, the overriding criterion)
- Employer's ability to attract and retain
- Interest and welfare of the community
- Any local factors

Ref: PSA 122(5)

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# The Impact

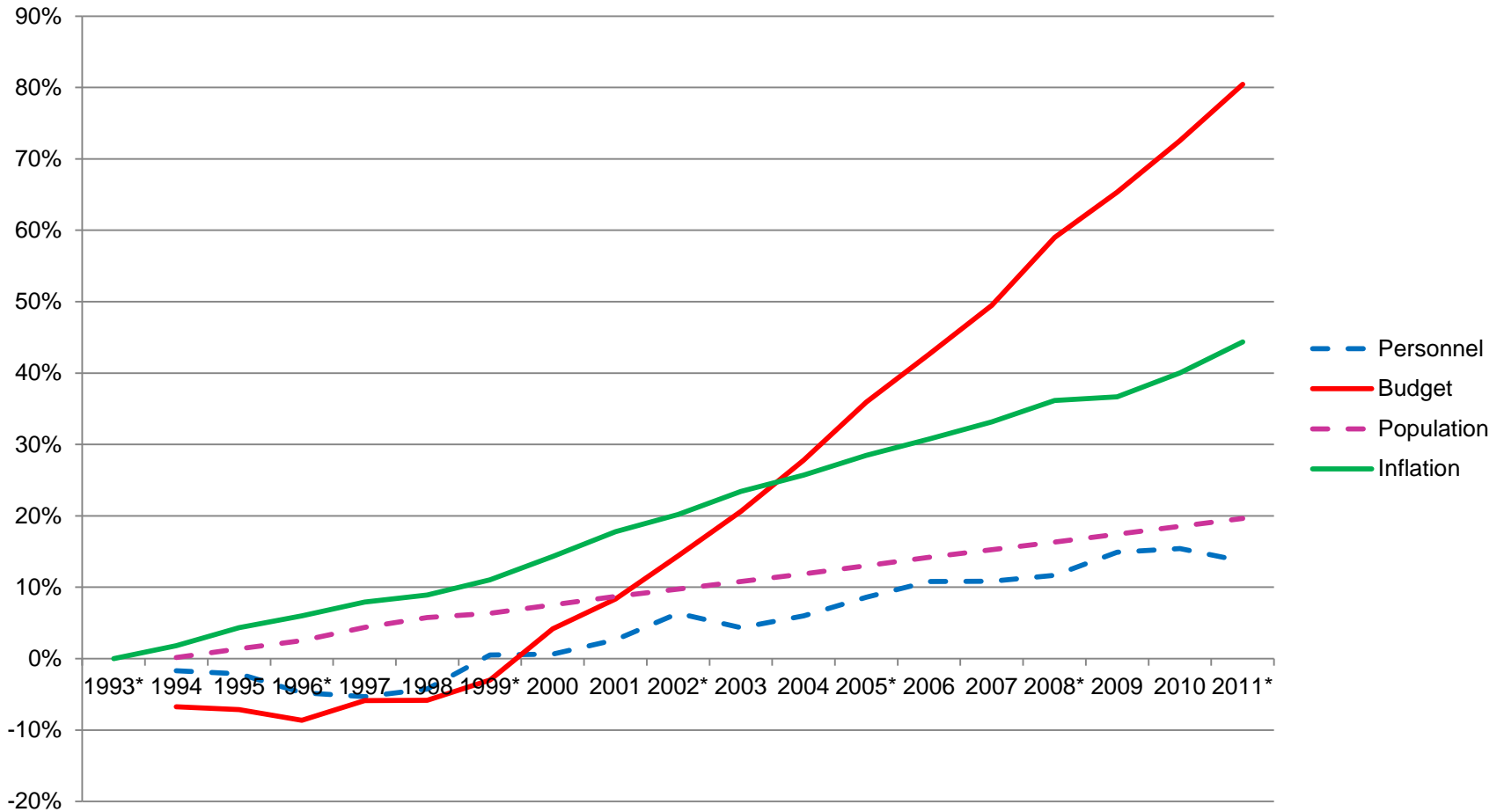
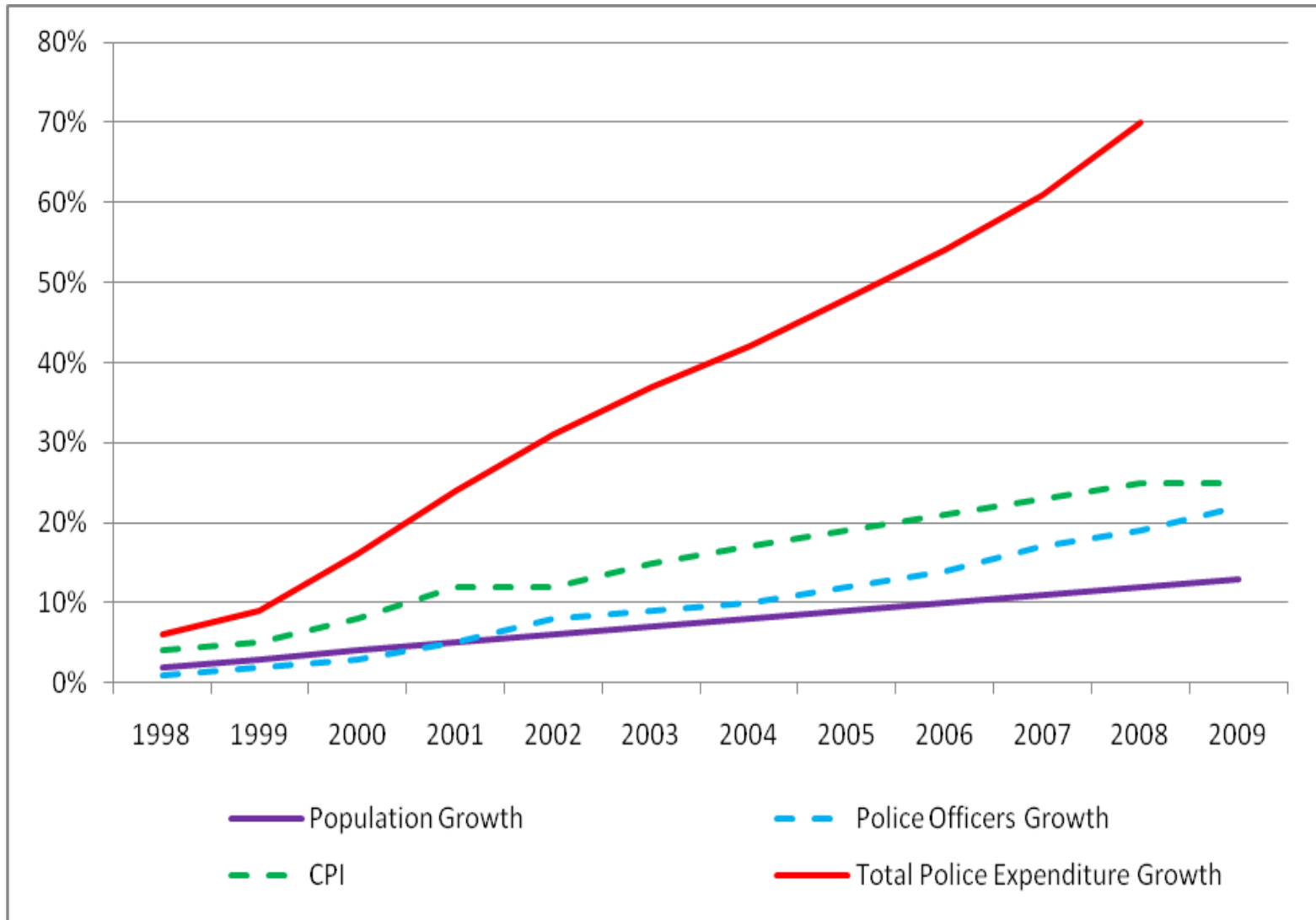


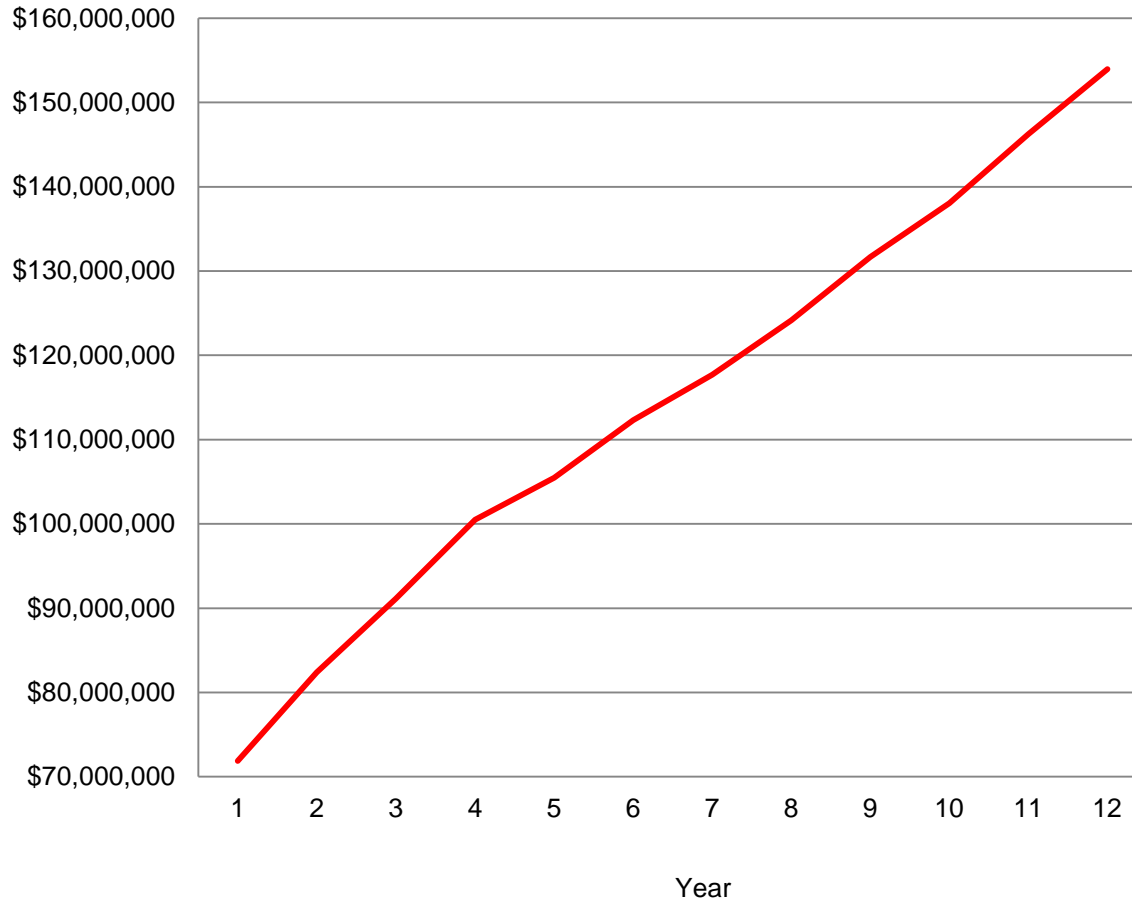
Figure 1 - Toronto Police Service – Cumulative Increases



**Figure 2 – Peel Region Police Service – Cumulative Increases**



## Durham Regional Police Service Budget - 2000-2011





# Some Options

- Outsourcing
  - Technology
  - Constables classes
  - Integration
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# Decision Criteria

- What outcomes?
  - How much risk?
  - What benefits must be preserved?
  - What is a reasonable cost?
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Thank You

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