



## CPA President's Message

I wanted to send out a quick message to update you all on the progress regarding our outstanding contract with the City of Calgary. The interest arbitration hearing took place between the CPA and the City on Tuesday, January 21. The CPA was represented by Julien Landry, QC, a very experienced lawyer who has represented the CPA for several decades.

I can advise that both parties agreed that a 3-year contract was appropriate (especially given that we are currently more than 2 years without a contract), and there were three items that were in dispute:

- Wages;
- Retention/Experience Pay;
- Patrol Incentive Premium;

Both the CPA and the City put forward their arguments before the arbitration panel, who now have to make a decision. Although there is no firm date set for us to expect an answer, I would not expect to have a result for at least 3-4 months. While this timeline is frustrating for all, it is consistent with recent arbitration decisions for other associations/unions.

As the arbitration panel is currently considering both sides carefully, I do not feel it is appropriate to be more specific as to each side's position during the hearing in this forum. That being said, I can tell you that the CPA Board, our support staff, and those involved from the onset of this negotiation did an excellent job in preparing for the hearing, and I feel as though our arguments were compelling and understood by the members on the panel.

I can also let you know that work is already underway in preparing for our next round of negotiations, which I expect will begin at the end of 2020. The CPA welcomes any suggestions or comments about this next round.

Should any of you have any questions or comments about this, or anything else, please feel free to contact me anytime.

Stay Safe,

Johnny Orr on behalf of the Board of Directors of the CPA