



2017 CONTRACT RATIFICATION

DECEMBER 8, 2016

BACKGROUND

This contract proposal came about as a result of informal discussions between the CPA and the City of Calgary in relation to our 2015 Interest Arbitration Award. Despite strong justification to grant it, Arbitrator Tettensor denied the Association's *maternity top up* proposal. He suggested the parties needed to discuss the matter further. The Association began dialogue with the City in the spring of 2016 and suitable maternity top up language was eventually agreed upon. During these discussions, the possibility of a quick 1 year deal began to take shape and the City provided the CPA with an offer in October 2016. After several counter offers, an acceptable agreement was reached. That offer is being presented today. **The CPA Board believes it to be fair and recommends acceptance.** It is important to understand that all of this has taken place outside of formal collective bargaining, so the proposal is limited to items the City was willing to discuss and negotiate.

OFFER HIGHLIGHTS

WAGES: 2.50% wage increase effective December 26th, 2016

MATERNITY TOP UP: 17 weeks @ 95% of gross earnings

RETENTION OF EXPERIENCED OFFICERS: Renewal of LOU

VOLUNTARY FLEXIBLE WORK OPTIONS LOU: Variety of work options available for members requiring workplace flexibility (job share, telework, limited days and hours)

QUESTIONS AND ANSWERS

Q: Does the CPA Board support this deal?

A: Yes, the Board believes the deal is fair and should be accepted by the membership.

Q: Does this deal have to be ratified by the membership?

A: Yes, members will be asked to vote on the offer (electronically). Over 50% is required to ratify. If the deal is not accepted, the CPA will commence bargaining with the City in February 2017. It is important to note that the present offer has been made on a “without prejudice” basis. It will not be the starting point for the City in February 2017. Bargaining would begin from scratch.

Q: How does this deal compare to other western Canadian police settlements?

A: Two other western Canadian settlements are presently in place for 2017. Regina is in the last year of a 3 year deal and will be receiving 2.75% and Vancouver recently received an arbitration award and will get 2.50% for 2017. The Vancouver award is instructive, as it is the most recent. Calgary is currently the highest paid in Canada and this settlement would continue that trend. If this deal is accepted, our First Class Constables will be the first in Canada to break the \$100,000.00 mark on Boxing Day.

Q: What about other proposals important to CPA members? (Patrol premium, shift differential)

A: This offer came about as a result of discussions outside of formal bargaining. As such, the usual presentation of formal proposals was bypassed. Items discussed had to be mutually agreed upon. The City was willing to negotiate the items contained in the offer. Should this deal be accepted, the CPA will be in a position to commence bargaining again in October 2017. The CPA remains committed to pursuing these other items and will pursue them going forward.

Q: Is 2.50% a fair wage increase?

A: The CPA Board believes this is a fair increase. The initial City offer was for 2.00% and the CPA was able to get the City to increase that amount to 2.50%, the same percentage increase Vancouver recently received in arbitration. Calgary and Vancouver presently have very different economic realities. Calgary's 2016 GDP (economic growth) is expected to be approximately **-3.2%**, which means we are in recession. Vancouver is leading the country with an expected 2016 GDP of approximately **+3.1%** (TD Economics – September 2016). Calgary's October unemployment rate lead the country at **10.2%**. Vancouver had the second lowest rate at **4.9%** (RBC City Scorecard – November 4, 2016). **Based on the current economic environment, the wage increase is fair.**

Q: Is this a good deal?

A: The CPA Board believes this is a good deal, particularly when it comes to wages. It is not often that the highest paid police officers in Canada can be found in a city with the worst performing economy in the country, yet this deal creates that very situation. **It is highly unlikely the CPA could achieve a significantly better wage increase through interest arbitration.**

<u>RANK</u> <u>CLASSIFICATIONS</u>	<u>2016 ANNUAL</u> <u>RATE</u>	<u>2017 ANNUAL</u> <u>RATE</u>
STAFF SERGEANT II	\$133,511	\$136,849
STAFF SERGEANT I	\$130,544	\$133,808
SERGEANT II	\$120,655	\$123,671
SERGEANT I	\$118,677	\$121,644
DETECTIVE II	\$120,655	\$123,671
DETECTIVE I	\$118,677	\$121,644
SENIOR CONSTABLE II	\$107,798	\$110,493
SENIOR CONSTABLE I	\$105,820	\$108,465
CONSTABLE 1ST CLASS	\$98,897	\$101,370
CONSTABLE 2ND CLASS	\$91,974	\$94,274
CONSTABLE 3RD CLASS	\$84,063	\$86,164

CONSTABLE 4TH CLASS	\$72,195	\$74,000
CONSTABLE 5TH CLASS	\$64,283	\$65,890

WESTERN CANADIAN COMPARATORS FOR 2017

- **VANCOUVER 1ST CLASS CONSTABLE IN 2017 – \$97,776**
- **REGINA 1ST CLASS CONSTABLE IN 2017 – \$99,937**
- **CALGARY 1ST CLASS CONSTABLE IN 2017 - \$101,370**

Contact any CPA Board member if you have further questions or concerns.

Regards,

**Howard Burns
President
Calgary Police Association**