



**KINGSTON POLICE SERVICE BOARD
BY-LAW NUMBER 24-04
Being a by-law to establish a Bargaining Committee**

Whereas Section 42(1) of the *Community Safety and Policing Act, S.O. 2019 c.1, Sched. 1*, (the "Act") provides that a police service board may establish a committee and delegate any of the Board's powers under the Act to the committee; and

And whereas the Kingston Police Service Board (Board) wishes to establish a Bargaining Committee and delegate certain of the Board's authority to this Committee to ensure effective delivery of the Board's responsibilities as the governing body and employer of the police service;

Now therefore the Board enacts as follows:

1.0 Definitions

1.1 In this By-Law:

- a. "Act" means the *Community Safety and Policing Act, S.O. 2019 c.1, Sched. 1*;
- b. "Board" means the Kingston Police Service Board, acting in its capacity as a Board established under the Act and continued under any successor legislation;
- c. "Committee" means the Bargaining Committee established under this by-law;
- d. "Police Service" means the Kingston Police.

2.0 Purpose:

2.1 The purpose of the Committee is to assist the Board in fulfilling its responsibilities to negotiate the civilian and sworn collective agreements between the Board and the Kingston City Police Association and the Kingston Police Senior Officers Association.

3.0 Composition

3.1 In accordance with s. 42(3) of the Act, the Committee shall be composed of not less than two members of the Board and shall be supported by staff and/or counsel as required.

3.2 The Board Chair may be a member of the Committee if they choose to serve and shall be counted for quorum purposes and entitled to vote.

3.3 The Committee, with the approval of the Board, may add any additional members, provided the majority of the Committee is composed of members of the Board.

3.4 Any additional member of the Committee, that is not a member of the Board, must meet the eligibility criteria set established in s. 42(5) of the Act (must be eligible to be a Board Member) and s. 35(2) (mandatory training for Board and Committee Members).

3.5 The Committee may invite members of the Police Service who are not members of the contract under negotiation or other external parties to provide subject matter expertise to enable the Committee to make informed decisions.

4.0 Quorum

4.1 Quorum shall be a majority of the Board Members on the Committee present at the meeting.

5.0 Authority

5.1 The Committee shall have the authority to develop bargaining objectives and strategies and respond to bargaining proposals, and to conduct collective bargaining with representatives with the Kingston City Police Association (Sworn and Civilian) and the Kingston Police Senior Officers Association (Sworn and Civilian).

5.2 The final approval of the collective agreements shall remain the authority of the Board and may not be presented to the members of the respective bargaining units until after ratification by the Board.

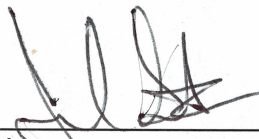
6.0 Reporting Requirements

6.1 The Committee shall report to the Board and seek appropriate guidance from the Board to achieve successful bargaining outcomes.

6.2 All Committee recommendations and draft collective agreements shall be documented in writing and submitted to the Board for review and approval.

7.0 Effective Date

7.1 This By-law is hereby enacted by the Kingston Police Service Board on this 19th day of December, 2024 and shall take effect immediately upon its passing. (Resolution 24-81)



Chair



Board Administrator