



BY-LAW NO. 539-2026
A BY-LAW TO ESTABLISH A BARGAINING COMMITTEE OF THE BOARD

1. PREAMBLE

- 1.1 WHEREAS section 42 of the *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, ("CSPA")* provides that a Police Service Board may establish a Committee and delegate any of the Board's powers under the CSPA to the Committee;
- 1.2 AND WHEREAS the 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 governor and employer of the Niagara Regional Police Service.

NOW THEREFORE THE REGIONAL MUNICIPALITY OF NIAGARA POLICE SERVICE BOARD ENACTS AS FOLLOWS:

2. DEFINITIONS

- 2.1 "Act" or "CSPA" means the *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1*, and amendments thereto;
- 2.2 "Board" means the Regional Municipality of Niagara Police Service Board;
- 2.3 "Chair" means Chair of the Board;
- 2.4 "Committee" means the Bargaining Committee established under this By-law; and
- 2.5 "Service" means the Niagara Regional Police Service.

3. BOARD POLICY

- 3.1 This By-law establishes the Board's Bargaining Committee. By adhering to this By-law, the Committee will assist the Board in fulfilling its responsibilities to negotiate and if necessary, arbitrate amendments to the collective agreements with the Associations representing the members of the Service.

4. COMMITTEE COMPOSITION, QUORUM AND AUTHORITY

4.1 COMPOSITION

- 4.1.1 In accordance subsection 42 (3) of the CSPA, the Committee shall be composed of not less than two members of the Board plus the Chair who, if not appointed as a member of the Committee, shall be an ex-officio member of the Committee.

4.1.2 The Committee may invite members of the Service or other external persons to provide subject matter expertise that may ensure the Committee is able to make informed decisions in the execution of its duties.

4.2 QUORUM

4.2.1 Quorum shall be a majority of the Board Members on the Committee, or if the Committee is comprised of two Members, one Board Member.

4.3 AUTHORITY

4.3.1 The Committee shall have the authority to develop and respond to bargaining proposals and conduct collective bargaining with representatives of the Niagara Regional Police Association and the Niagara Regional Police Senior Officers' Association. The Committee does not have the authority to make revisions to collective agreements, or ratify negotiated amendments to the collective agreements, which shall remain the authority of the Board.

4.4 CONFIDENTIALITY OF BARGAINING COMMITTEE MEETINGS

4.4.1 All Bargaining Committee meetings will be held in closed session as it relates to confidential matters in accordance with Sections 44(1)(b) and 44(2)d) of the CSPA, namely to consider personal matters about identifiable individuals, labour relations or employee negotiations, as well as legal matters that are subject to solicitor-client privilege.

5 REPORT TO THE BOARD

5.1 The Committee shall report to the Board and seek appropriate guidance from the Board as it deems necessary in order to achieve successful bargaining outcomes.

6. IMPLEMENTATION

6.1 This By-law shall come into force on the date of its passage.

ENACTED AND PASSED this 26th day of March, 2026.

THE REGIONAL MUNICIPALITY OF NIAGARA POLICE SERVICE BOARD



Nyarayi Kapisavanhu, Chair



Deb Reid, Executive Director