

ISSUE PAPER

January 9, 2024

To: Mayor & Council

RE: Tentative Collective Agreement Police NSGEU

The CBRM Negotiating Team and the NSGEU Negotiating Team (CBRPS) entered Contract Negotiations in September of 2023. The Bargaining Teams reached a tentative agreement on December 11, 2023. The current collective agreement expired on December 31st.

This tentative agreement includes the following wage adjustments, along with other financial and language improvements which were agreed to during the negotiation process.

Wages and Term

4-year contract from January 1, 2024, to December 31, 2027

Initial wage adjustment of **3.75%** for all members with 4+ years (top constable rate) of service with the following percentage increases to follow:

January 1, 2024 – 4%

January 1, 2025 – 4%

January 1, 2026 – 3.5%

January 1, 2027 – 3.5%

Sergeant change from 111% of Top Constable to 112%

The Union ratified the tentative agreement during meetings held with their membership on Monday, December 18th, 2023.

A motion of Council is required to approve the tentative agreement before the agreement becomes binding on the parties.

Respectfully submitted,

Deanna Evely
Director of Human Resources