

Belleville Police Service Board Negotiations

Timeline for renegotiating contracts that end Dec. 31, 2025

Review dated: December 30, 2025

Labour Negotiations Meetings are closed to the public: CSPA, 44 (2) (d).

For the Board Negotiation Committee: Jim O'Brien and Chair Heather Smith and Chief Murray Rodd as Advisor. Suzanne Hunt as legal advisor, Daniel Ringham as Financial Director.

For the Association (Sworn and Civilian) Negotiating Committee: Association President, Vice President and Uniform, Courts, Civilian and Training Branch Directors.

For the Senior Association: Association Inspector and Civilian Director.

Sworn and Civilian:

Board preparation of proposal May 1st through May 13th.

Exchange of Proposals May 20 at 8am

Negotiation Committee for the Board reviewed the Association Proposal on May 27th and June 9th and determined what would be agreed or rejected during negotiations and what we needed more clarification/information about.

Negotiations commenced on June 16th and June 19th

Further review was held on July 3 to ensure all parties agreed on outcomes of negotiations.

A resolution went to the BPS Board of Directors electronically on July 23, 2025: "That the Belleville Police Service Board supports the changes in the Sworn and Civilian Collective Agreements as presented by the Negotiating Committee on July 23, 2025 for the term January 1, 2026 to December 31, 2029.

Moved by Janet Harnden

Seconded by Barb Enright-Miller

All in favour. Carried.

Contract was signed September 25, 2025.

For the Senior Association:

Preparation of proposal: November 10th through 14th based on Sworn Contract.

Exchange of Proposals on November 18th, 2025 at 9 am.

Board committee met November 19th and November 26th to review what the Association had proposed and to determine what would be agreed or rejected during negotiations or what required more information/clarification.

Negotiations commenced on December 2, 2025

Additional Information was provided on December 15, 2025 to clarify and confirm agreement on one outstanding issue.

Email went to Board Members on December 12th with an overview of the contract outcomes and asking for electronic reply by Friday, Dec. 16th whether Board Members were in favour of changes and additions to the contract to facilitate the signing of the contract before the end of the year. At the Board's first meeting in January, we will make a motion to formally accept the SOA as presented based on the vote of December 16th. Replies came back from all members in support of the contract changes, and the plan regarding a motion in support of it at our January 22, 2026 Board Meeting.

Contract was signed on December 18th, 2025.