

UNIT C



COLLECTIVE AGREEMENT

JANUARY 1, 2025 TO DECEMBER 31, 2029

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**THIS COLLECTIVE AGREEMENT WAS RATIFIED ON
THE 25th DAY OF APRIL 2025**

BETWEEN

TORONTO POLICE SERVICE BOARD
hereinafter called “**the Board**”

OF THE FIRST PART,

-and-

TORONTO POLICE ASSOCIATION
hereinafter called “**the Association**”

OF THE SECOND PART.

Whereas the Parties have mutually agreed to enter into and execute this Collective Agreement defining, determining and providing for remuneration, benefits, pensions and working conditions of the members of the Toronto Police Service coming within Unit “C” as set out in Schedule A hereto;

Now, therefore, this Collective Agreement witnesseth that in consideration of the premises, the Board and the Association hereby mutually agree and covenant as follows:

ARTICLE 1 - SCOPE, RECOGNITION AND DUES

- 1.01 This Collective Agreement shall apply only to civilian members of Unit "C" of the Toronto Police Service who are employed in the job classifications contained within Schedule A.
- 1.02 Provided at least 50% of the members of the Service belong to the Association, the Board shall recognize the Association as the sole and exclusive bargaining agent for all members of the Service save and except the Chief, the Deputy Chiefs, and senior officers (as defined in s. 217 of the *Community Safety and Policing Act, 2019*) represented by the Toronto Senior Officers' Organization.
- 1.03 It shall be a continuous condition of employment with the Service that:
- (a) every present member of the Association shall remain a member in good standing; and
 - (b) every future member shall become a member of the Association within 30 days from the date of commencement of their employment with the Service and thereafter shall remain a member in good standing.
- 1.04 The Board shall not be required to discharge any member who has been expelled or suspended from membership in the Association, other than for engaging in unlawful activity against the Association.
- 1.05 This Article shall not apply to students employed by the Board during the summer vacation period.
- 1.06 The Board will deduct from the regular pay of each member of the Association such dues and assessments as the Association may, from time to time, levy in accordance with the By-laws of the Association and continue to make such deductions until this Collective Agreement is terminated or the member ceases to be a member of the Association, whichever occurs first.
- 1.07 Within a reasonable time after the making of each such deduction, the Board will pay to the Association the sum so deducted.
- 1.08 The Association will save the Board harmless from any and all claims which may be made against the Board for amounts deducted from pay as herein provided.
- 1.09 The actual costs to the Board, from time to time, during the currency of this Collective Agreement of carrying out such arrangements shall be paid by the Association to the said Board upon receipt of accounts therefor from the Board.

- 1.10 There shall be no discrimination by the Board or the Association against any member in respect of their employment because of their membership or non-membership or activity or lack of activity in the Association.

ARTICLE 2 - DEFINITIONS

- 2.01 Except where a contrary intention appears:

- (a) "Association" means the Toronto Police Association.
- (b) "Board" means the Toronto Police Service Board.
- (c) "Chief of Police" means the Chief of Police, from time to time, of the Toronto Police Service.
- (d) "Exigencies of the Service" means maintenance of an adequate police service as determined by the policies of the Board and/or the direction of the Chief of Police.
- (e) "Member" means a civilian who may be employed from time to time by the Board and who may occupy any of the positions set forth in Schedule A annexed hereto and forming part of this Agreement and who is on the active payroll of the Service, such group of members hereinafter being referred to as Unit "C" of the Civilian Branch.
- (f) "Service" means the Toronto Police Service.
- (g) "Service" or "length of service" shall include service with the Toronto Police Service as well as with the former Municipality of Metropolitan Toronto Police Force.

- 2.02 Wherever applicable in this Collective Agreement, the singular number shall include the plural.

ARTICLE 3 - MANAGEMENT RIGHTS

- 3.01 (a) The Association and its members recognize and acknowledge that it is the exclusive function of the Board to:
- (i) maintain order, discipline and efficiency;
 - (ii) hire, discharge, direct, classify, transfer, promote, demote and suspend or otherwise discipline any member, provided that a claim of discriminatory promotion, demotion or transfer or a claim that any

such member has been discharged or disciplined without reasonable cause, may be the subject of a grievance and dealt with as hereinafter provided;

- (iii) generally to manage the operations and undertakings of the Service and, without restricting the generality of the foregoing, to select, install and require the operation of any equipment, plant and machinery which the Board in its uncontrolled discretion deems necessary for the efficient and economical carrying out of the operations and undertakings of the Service.

- (b) The Board agrees that it will not exercise the foregoing functions in a manner inconsistent with the provisions of this Collective Agreement.

3.02 Notwithstanding anything to the contrary contained in this Collective Agreement, the Board shall have the exclusive right to discharge:

- (a) a probationary permanent member other than a Communications Operator within the first six months of their service; and
- (b) a probationary permanent Communications Operator within the first twelve months of their service.

3.03 (a) The Parties agree to create a bi-partite Job Review Committee. Upon request of either the Association or the Board, the Job Review Committee will review jobs that may have been materially amended. This Review will be conducted to ensure the job is placed within the appropriate job classification. In conducting the Review, the Job Review Committee will evaluate up-to-date job content information using the Deloitte and Touche job evaluation system. This Review shall take place after six months but no more than one year of the notification of the material amendment. Any wage increase required as a result of this review will be retroactive to the date of notification of the material amendment by the Board or the Association to the Job Review Committee. In the event of a dispute the matter will be referred to the Referee appointed under Article 3.05 (b) whose decision is final and binding on both the Parties. The Board is not required to review a job more than once in a calendar year. It is also the intent and understanding of the Parties that all jobs may be reviewed periodically upon the request of either the Board or the Association to maintain the integrity of the job evaluation system.

- (b) The Board will notify the Association within 30 days regarding the creation of a new civilian position. The Job Review Committee will meet within one year of the date of notification to evaluate the new civilian position. In the event of a dispute, the matter will be referred to the Referee appointed under Article 3.05 (b) whose decision is final and binding on both Parties.

In the event that the new position is assigned to a higher pay class as a result of the evaluation, retroactive pay shall be paid to the incumbent effective from the date the member commenced work in the position. However, if the assignment to a higher pay class is the result of a material amendment which occurred after the member commenced work in the position, then the retroactive pay shall be made from the date of the material amendment. In the event that the new position is assigned to a lower pay class, the incumbent shall receive the pay rate of the lower pay class. In the event that the assignment to the lower pay class has been referred to the Referee appointed under Article 3.05 (b), then the incumbent shall receive the pay rate of the lower pay class after the Referee's decision has been rendered.

- (c) All evaluations, alterations, and amendments agreed to by the Job Review Committee shall be confirmed in writing and shall be deemed to be resolved and shall not be the subject of a grievance or claim hereunder.
 - (d) A member whose job is assigned to a lower pay class will continue to receive their current salary until the rate of the job and step to which they are assigned exceeds their current salary or until the member moves into a higher step or higher class which would entitle the member to a rate exceeding the member's current rate. For a period of one year following the effective date of assignment, the member, if qualified to perform a job for which they apply, shall be preferred over other applicants for jobs in any class up to and including, but no higher than, the pay class to which their job had been formerly assigned. Where more than one such qualified incumbent applies for a job, the selection criteria in Article 16.02 shall govern.
 - (e) A member whose job is assigned to a higher pay class will be placed at the salary step in the higher pay class that results in an increase of at least 5%. If the member is not at the maximum salary step of their current pay class, the member will retain their anniversary date for step progression.
- 3.04 Whenever the Board creates a new civilian position, other than a Senior Officer position as defined in s. 217 of the *Community Safety and Policing Act*, 2019, and the Association alleges that the position should come within Unit "A", Unit "B", Unit "C" or Unit "E", the Association shall notify the Board in writing of its claim and the reason therefor and, failing agreement, the matter may be resolved by the grievance procedure or arbitration pursuant to the terms of the Collective Agreement.
- 3.05 (a) A claim that, as a result of the action referred to in Article 3.03 (b), the Board has assigned a position to the wrong pay class shall be made in writing within one year of the assignment and shall include particulars, including the areas of disagreement, the pay class desired and the reasons therefor.

Failing agreement, the claim may be referred to the Referee under this Article.

- (b) The Parties shall endeavour to agree to jointly appoint one person to act as Referee for a specific period of time under this Article. If the Parties fail to agree, William Kaplan, (or a person designated by him) shall make the appointment.
 - (c) In evaluating a claim under Article 3.03 (a) or Article 3.05 (a), the Referee will be governed by the current job evaluation plan and its application to existing jobs in Unit "C" (or "A", "B", and "E", as the case may be).
 - (d) The Referee shall have the power to establish job descriptions based on their assessment of job content as determined by the Board, determine job evaluations and assign jobs to one of the Units "A", "B", "C" or "E". All final and binding decisions of the Referee shall be made in writing to each party as soon as possible with reasons and shall be consistent with the Job Evaluation Plan and the Collective Agreement. The objective is to have a decision within 10 calendar days of the date of the last hearing or fact finding mission of the Referee on the matter in dispute. Decisions of the Referee shall be deemed to be Arbitration decisions under this Collective Agreement and the *Community Safety and Policing Act, 2019*, and shall be enforceable as such.
 - (e) It is the desire of the Parties that the hearings be conducted in an informal, and expeditious but fair manner based on representations by the Board and the Association. In conformity with this objective the Referee shall determine their own procedures. The Referee shall have all the powers of an Arbitrator under this Collective Agreement and the *Community Safety and Policing Act, 2019* and, in addition, shall have the right to visit and observe the job in progress, and to interview such persons as the Referee may deem necessary in order to assist in the job evaluation. Full disclosure of all documents and data in the possession of either party shall be made to the Referee.
- 3.06 Changes to pay rates for jobs with negotiated rates of pay will be negotiated during the collective agreement renewal period, outside of the established joint job evaluation process.

If there is a material amendment to a job with a negotiated rate of pay during the term of the Collective Agreement, the Joint Job Evaluation Committee will meet to review the changes and negotiate an appropriate rate of pay.

Any pay rates that have been established outside of the joint job evaluation process cannot be used for job evaluation benchmarking purposes during the term of the collective agreement expiring December 31, 2029.

- 3.07 Any claims under Article 3.04 shall be made within 30 days after the Board has notified the Association under Article 3.03 and any claims under Article 3.05 shall be made within 30 days after the Board has notified the Association of the class for salary purposes to which the position in question has been assigned.
- 3.08 In evaluating a claim or claims under Article 3.04, the arbitrator shall be governed by the community of interest if any, which such position has with existing positions in each Unit.
- 3.09 For the purpose of Article 3.07 "community of interest" shall bear the meaning given by the Ontario Labour Relations Board and may include the following criteria:
- (a) Nature of work performed;
 - (b) Conditions of employment;
 - (c) Skills of members;
 - (d) Administration;
 - (e) Location;
 - (f) Functional coherence and inter-dependence.

ARTICLE 4 – WAGES, SALARIES AND ALLOWANCES

- 4.01 The salaries and wages to be paid to each member shall be in accordance with the rate of pay for each position as set forth in Schedule B annexed hereto and forming part of this Collective Agreement.
- 4.02 (a) Electronic pay advices shall be made available through Employee Self-Service to all members on pay day.
- (b) Compensation shall be paid by means of electronic bank deposits to the financial institution(s) of the member's choice provided the institution(s) is a member of the Canadian Payment Association.
- 4.03 (a) Where a member has been assigned to and performs all the regular duties of a higher position, they shall be paid the minimum rate for the higher position that results in an increase of 5%. Further, where a member has been continuously acting in that position for a period of one year, they will receive salary step increments based on the date the member started to act in the higher level or rank. A member who is authorized to work through the lunch hour and to leave an hour before the end of the tour is nevertheless entitled to the higher rate.

- (b) The Board and the Association recognize the desirability of fair distribution of opportunities to work for temporary periods in higher classifications. Therefore, in making such assignments from amongst members in the next lower classification in the same section, the Supervisor will consider and take into account the extent to which the member has had such opportunity in the past, the duration of such temporary assignment, the level of performance of the member in their regular classification as well as the capacity of the member to perform the work of the higher classification.
- (c) The foregoing alternate rates provision shall apply to periods during which the member is absent on paid leave, on sick pay, on paid holidays, or on annual vacation, provided such member has been continuously paid at such alternate rate for at least two months immediately prior to such absence on paid leave. Such alternate rate will be paid only to the extent that it would have been paid had the member remained at work. Absences of not more than five working days shall not break the period of continuous acting rank assignment for purposes of this Article.

4.04 Effective January 1, 2020, a Special Constable, Communications Operator or Parking Enforcement Officer who is assigned to train a new civilian member during their initial training period shall receive, in addition to their regular salary, 4% of their salary during the time that the member is training the new civilian.

4.05 Civilian Front Line Allowance

Effective December 16, 2024, in recognition of the nature of the Communications Operators' duties in urban policing within the City of Toronto, any member (Communications Operator, Supervisors) with more than five years of service with the Board and who is assigned to the Communications Services Unit shall receive an allowance of 3% of their basic salary applicable to all hours paid in active service. Members working on an accommodation (i.e. WSIB, medical accommodation, approved non-medical accommodation) shall be entitled to the 3% allowance.

For clarity, the 3% allowance applies to annual vacation, sick pay, paid holidays and paid lieu time. However, the allowance is not provided to members who have not been performing Communications Operator duties continuously for more than 30 calendar days.

4.05 Civilian Members Becoming Cadets-in-Training (Red-Circling)

A member of the Civilian Branch who is appointed as a Cadet-in-Training for the purposes of becoming a Police Constable in the Uniform Branch but whose current salary exceeds the salary rates for Cadet-in-Training and Police Constable shall continue to receive their current salary, which shall not exceed the First Class Constable Salary under the operative Collective Agreement, until such time as the

salary rate for the Cadet-in-Training and/or Police Constable classification into which the member has been appointed exceeds their current salary.

ARTICLE 5 - PREMIUM PAY PROVISIONS

- 5.01 The normal work week for a member shall consist of five days of eight hours per day. A member who performs their duties in one period of eight consecutive hours shall, where the requirements of the Service permit, be allowed one hour for lunch. Where the requirements of the Service do not permit a member to take any lunch period, they shall be credited with one hour at straight time and where they are only able to take half an hour or less for lunch, they shall be credited with half an hour at straight time.
- 5.02 When a member is required to be on duty one-quarter hour or more in excess of such member's daily tour of duty, such member shall receive lieu time, as provided in Article 5.04, or pay calculated at the rate of one and one-half times the member's rate of pay for all time worked in excess of such daily tour.
- 5.03 (a) For the purpose of this Article, "callback" is defined as the callback of a member after they have reported off duty and before their next following tour of duty, and shall include attendance of a member:
- (1) (i) at courts during their off duty hours including lieu time hours;
or
 - (ii) on an overtime assignment separated by time off from their regular tour.
- Such member shall be granted lieu time, as provided in Article 5.04, or pay calculated at the rate of one and one-half times the member's rate of pay for all hours of duty in such callback with a minimum of 3 hours' pay or time off in lieu thereof at the time and one-half rate for each such callback;
- (2) (i) at courts during their regularly scheduled days off; or
 - (ii) performing duty on regularly scheduled days off.
- Such member shall be granted lieu time, as provided in Article 5.04, or pay calculated at the rate of one and one-half times the member's rate of pay for all hours of duty in such callback with a minimum of 4 hours' pay or time off in lieu thereof at the time and one-half rate for each such callback.

- (b) An appearance under subpoena at a Workplace Safety and Insurance Board (WSIB) hearing, Criminal Injury Compensation Board hearing, *Public Inquiries Act* hearing and Coroner's Inquest shall be deemed to be an appearance at court.
- (c) With the consent of the Chief of Police and by the mutual consent of a member and their Unit Commander, a member may be excused from duty on the first tour of duty when they have been required to make two or more appearances in court immediately preceding the first tour of duty.
- (d)
 - (i) A member who is required to attend court during their vacation shall be granted two days off for each day or part thereof spent in court. This Article shall apply only if the member's Unit Commander has approved, in advance, the member's attendance at court.
 - (ii) If such appearance is outside of Toronto, this Article will only apply if the member has notified their Unit Commander as soon as possible after being made aware of such required court attendance.
 - (iii) In addition, when the member must travel to court from a place other than their normal place of residence, on a day other than the day of court attendance, they shall be granted equivalent time off to a maximum of eight hours for each day spent travelling. The member shall be reimbursed for any reasonable travelling expenses, except where the trip is made to or from the normal place of residence.
 - (iv) The provision of this Article shall not apply where a member schedules their vacation or by agreement with their Unit Commander amends their vacation period after the member is aware that they will or may be required to attend court during such period. Such court appearance will be deemed to be an appearance at court during their regular days off. However, if in scheduling the initial vacation a member cannot select a one week period during which they have no court appearance, the provisions of this Article will still apply.
- (e)
 - (i) In the event that a scheduled court appearance is cancelled after 2300 hours of the day preceding the scheduled court appearance, the employee shall be entitled to one-half of the callback allowance that would otherwise be payable.
 - (ii) A member who is not notified of the cancellation of their scheduled court appearance and who attends at their unit immediately prior to the court appearance or at court shall be entitled to the appropriate court attendance allowance under this section 5.03.

- (f) In lieu of the provisions of Article 5.03 (a), a member with a scheduled court appearance within 4 hours of the completion of their tour of duty, may elect to remain on duty during such interim period and shall be entitled in respect of the court appearance and interim period (if any) between the court appearance and the tour of duty to payment in accordance with the overtime provisions of Article 5.02.

A member making such election must advise the officer in charge of their election prior to the commencement of their tour of duty.

A member electing to remain on duty pursuant to this Article is ineligible for a callback in respect of any court appearance which commences within three hours of the member's first scheduled court appearance that day.

- (g) A court appearance by a member on Pregnancy or Parental Leave is to be treated as a court appearance on a regularly scheduled day off and the member can elect cash or lieu time in respect thereof except where the court appearance is made during a period in respect of which a supplemental unemployment insurance benefit applies. In such cases, members shall be credited with lieu time for use following their return to work. If a member does not return to work, the lieu time credit shall be paid out in cash.

5.04 A member may elect lieu time instead of payment for overtime, including callbacks, in accordance with the following procedure:

- (a) Upon completion of any such overtime worked by a member, such member shall indicate to their Unit Commander whether the member elects to be paid for such overtime or to take time off in lieu thereof. The Unit Commander shall enter the member's election in the records provided therefor.
- (b) Periods of overtime for which a member elects to be paid shall be accumulated for one calendar month and the total so accumulated shall be paid for during the next following calendar month.
- (c) Periods of overtime which the member has elected to take as lieu time off shall be allowed to accumulate and for every hour of lieu time so accumulated, the member shall be entitled to take one and one-half hours off, provided that such time must be at a time agreed upon between the member and the Unit Commander. Lieu time may be taken as a part of a day or a whole day.

5.05 (a) All lieu time shall be recorded in the member's lieu time register. The Parties agree that lieu time should be used as soon as practicable after the time is accumulated. Lieu time to the credit of any member which exceeds eighty

hours of accumulation on the last day of the month of February, May, August and November shall be paid on the pay day nearest the end of the following month. For the purpose of this Article, lieu time includes all time accumulated under Article 5.04 for overtime and callbacks, Article 7.04 for lunch hours, and Article 8.04 for Statutory Holidays worked.

- (b) Members may elect to reduce their lieu time balance to 20 hours or to zero hours on the last day of November of each year.

5.06 All witness fees, exclusive of transportation allowance, received by any member attending, either on or off duty, any court shall be forfeited to the Treasurer of the City of Toronto where such member is entitled to payment from the Board for such court appearance.

5.07 For the purpose of calculating overtime and callback payments or lieu time, such calculations shall be taken to the nearest half hour, that is:

Time Worked	Time Credited
0 - 14	Nil
15 - 44	30 minutes
45 - 1 hour 14 min	1 hour etc.

5.08 No deduction will be made from pay and no overtime payment will be made for the short tour worked or the additional hour worked as a result of the changeover to Daylight Saving from Standard Time, and vice versa.

5.09 (a) A member who is required to remain available for duty on standby when called by telephone at a telephone number supplied by them outside their regularly scheduled working hours shall receive standby pay in the amount of \$3.00 per hour for the period of standby scheduled by the Board. Standby pay shall, however, not apply if a member is called back to work under Article 5.03 (a) above during such standby and, in the event of a callback, the provisions of Article 5.03 (a) shall apply.

- (b) If a member is required to remain on call or on standby duty following the completion of the callback, the provision of Article 5.09 (a), above, shall again apply.

5.10 Where a member who is not absent from work for sickness or otherwise is ordered to attend the Medical Advisory outside their scheduled duty hours, the member,

- (a) if their attendance immediately precedes or immediately follows their scheduled duty hours, shall be paid at time and one-half for the time of their attendance (including any necessary travel time outside their scheduled duty hours to and from their regular place of work); or

- (b) otherwise, shall be paid three hours at time and one-half their straight time hourly rate or time off in lieu thereof.

For the purpose of this Article a member scheduled to work the day of attendance at the Medical Advisory is not absent from work for sickness or otherwise during such day.

ARTICLE 6 - SHIFT BONUS

- 6.01 A day shift shall be a shift that commences after 4:30 a.m. and at or before 10:00 a.m. on the same day.
- 6.02 Each member who, as part of a regularly scheduled work week, works on a shift which commences after 10:00 a.m. and at or before 6:00 p.m. (afternoon shift) shall be paid in addition to their regular wage or salary, a Shift Bonus of \$0.65 per hour for each such shift, from time to time worked by such member as part of their regular shift. No Shift Bonus shall be paid where premium pay is paid.
- 6.03 Each member who, as part of a regularly scheduled work week, works on a shift which commences after 6:00 p.m. on one day and at or before 4:30 a.m. on the following day (night shift) shall be paid in addition to their regular wage or salary, a Shift Bonus of \$0.70 per hour for each such shift, from time to time worked by such member as part of their regular shift. No Shift Bonus shall be paid where premium pay is paid.
- 6.04 Each member who, as part of a regularly scheduled work week, works on a Saturday or Sunday, shall be paid, in addition to their regular wage or salary, a Shift Bonus of \$0.75 per hour for each day, afternoon or night shift, from time to time worked by such member on such Saturday or Sunday, provided that the majority of such hours worked in such shift shall fall within the Saturday or Sunday. The provisions of Articles 6.02 and 6.03 shall not apply to such Saturday or Sunday shift when the provisions of this Article apply.

ARTICLE 7 - LUNCH AND SHIFT CHANGE

- 7.01 (a) Where the regular shift of a member is to be changed, the member shall be given 48 hours' notice of such change and if the change of shift necessitates the member working on a day which would otherwise be their regular day off, they shall be entitled to time and one-half for all time so worked on such days off, provided that all of the foregoing shall not apply where the change of shift is caused by illness of any member or an emergency.
- (b) Subject to the requirements of the Service, in the discretion of the Chief of Police, a member assigned to rotating shifts shall regularly rotate from one

shift to another so that an equal amount of time will be spent by the member on each shift providing, however, that by mutual agreement between a member and the Unit Supervisor a member may spend more time on one shift than another. This provision will not apply where, in the judgment of the Chief of Police, work performed requires more members on one shift than another.

- 7.02 Every member who is required to work on any regular schedule other than Monday through Friday shall be given two consecutive days off in each seven day or other regularly scheduled shift period in lieu of Saturday or Sunday.
- 7.03 Every member who works on a shift shall be afforded a lunch period to commence after the completion of two and one-half hours of duty and be completed before the completion of six hours' duty except in the case of an emergency when such lunch period shall be at the discretion of the Unit Commander of such member and it is agreed and understood that the Board shall be the judge of what constitutes an emergency.
- 7.04 A member, entitled to a controlled one hour paid lunch break, who is granted permission to be excused from duty in accordance with the lieu time provisions of the Collective Agreement after having completed four hours of duty shall have lieu time debited for four hours and shall be credited with one hour at straight time for the lunch break not taken.

ARTICLE 8 - STATUTORY HOLIDAYS

- 8.01 (a) Every member shall be entitled to the following statutory holidays:

New Year's Day	Civic Holiday
Good Friday	Labour Day
Easter Monday	Thanksgiving Day
Victoria Day	Christmas Day
Canada Day	Boxing Day

- (b) In addition to the holidays provided in (a) above, every member who has completed six months service on June 1 of any year shall on that date have credited to their lieu time bank one day's credit at straight time and every member who has completed six months service on October 1 of any year shall on that date have credited to their lieu time bank one day's credit at straight time similarly calculated, such time in each case to be used in accordance with the lieu time provisions of the Collective Agreement.
- (c) A member to qualify for payment of holidays in (a) and (b) above must be in receipt of some salary including sick pay under Article 10.08 in respect to the two clear calendar months immediately preceding such holiday.

- 8.02 When any of the above-named holidays falls on a Saturday or Sunday, the Friday preceding or the Monday succeeding such holiday shall be designated by the Board as the day of observance of such holiday and it is agreed that the premium payable for working on a designated holiday shall not apply to such Saturday or Sunday.
- 8.03 Every member who is not required to work on a day so designated as a holiday shall be entitled to and shall be paid their regular rate of pay for each designated holiday not so worked.
- 8.04 Every member who is required to work on a day so designated as a holiday shall be paid at the rate of time and one-half for the time so worked and, in addition, shall be granted the option of being paid for a full day at their regular rate of pay or receiving a day off in lieu thereof to be taken at a time agreed upon between the member and their Unit Commander. Lieu time may be taken as a part of a day or a whole day.

ARTICLE 9 - VACATIONS

- 9:01 (a) A member shall be eligible for vacation on the following basis:
- (i) following the completion of 1 year of service - 3 weeks' vacation;
 - (ii) following the completion of 9 years of service - 4 weeks' vacation;
 - (iii) following the completion of 15 years of service - 5 weeks' vacation;
 - (iv) following the completion of 21 years of service - 6 weeks' vacation;
 - (v) following the completion of 27 years of service - 7 weeks' vacation.
- (b) A member who has qualified for three weeks' vacation entitlement under Article 9.01 (a)(i) shall thereafter as of January 1 of each year be entitled to receive the vacation for which they will be eligible during the year provided that in any year such member ceases employment with the Service prior to their anniversary date (other than by retirement on pension for those hired on or before December 31, 2015) their vacation will be readjusted on the basis of the amount of time employed in the twelve months prior to such anniversary date in accordance with Article 9.04.
- 9.02 For the purpose of determining entitlement in Article 9.01, absence without pay in excess of 40 work days in a calendar year shall reduce the vacation entitlement. The entitlement will be the result of a fraction of the days paid over the normal work days in a calendar year times the vacation entitlement provided in Article 9.01, rounded to the nearest full day.

9.03 The vacation pay provision of this Article shall be no less than the vacation with pay provisions of the Ontario *Employment Standards Act, 2000*. For the purpose of this Article the vacation payment provisions of the Ontario *Employment Standards Act, 2000* shall be calculated on a calendar year basis.

9.04 (a) Where a member leaves the Service after their anniversary date in that calendar year and prior to receiving their vacation entitlement, such member shall be given vacation pay on account of such service in accordance with Article 9.01.

(b) Where a member leaves the Service prior to their anniversary date, such member shall be entitled to receive vacation pay for the period of service between their previous anniversary date and the date employment ceases on the following basis:

- (i) If less than one year's service on the date of leaving, one day's pay for each completed 36 calendar day period of service;
- (ii) If entitled to three weeks' vacation on the previous anniversary date, one day's pay for each completed 24 calendar day period of service;
- (iii) If entitled to four weeks' vacation on the previous anniversary date, one day's pay for each completed 18 calendar day period of service;
- (iv) If entitled to five weeks' vacation on the previous anniversary date, one day's pay for each completed 14 calendar day period of service;
- (v) If entitled to six weeks' vacation on the previous anniversary date, one day's pay for each completed 12 calendar day period of service;
- (vi) If entitled to seven weeks' vacation on the previous anniversary date, one day's pay for each completed 10 calendar day period of service.

(c) If a member dies prior to their anniversary date, such member shall have paid to their estate an amount equivalent to the appropriate pro rata entitlement under (i), (ii), (iii), (iv), (v), (vi) or (vii).

(d) Any amount of vacation overpayment shall be deducted from monies owing to the member or their estate.

Article 9.04 (e) does not apply to members hired on or after January 1, 2016.

(e) A member who retires on pension shall, in the calendar year in which they retire, be entitled to the vacation benefits set out below in lieu of the provisions of Article 9.04 (a) and (b) above:

- (i) the vacation benefit to which their years of service entitle them according to the schedule set out in Article 9.01 (a), and for that purpose their years of service shall be calculated to their anniversary date in the year of their retirement regardless of whether they retire before or after that anniversary date.
- (ii) in addition to the vacation benefit specified in Article (i) above, a vacation accrual based on the pro rata formula set out in Article 9.04 (b), provided, however, that such accrual shall be calculated from January 1 of their retirement year to the date of their retirement.

The benefits provided in (i) and (ii) above shall be granted as pay or time off at the discretion of the Chief of Police.

- 9.05 (a) A member shall be permitted to divide their vacation entitlement into one week periods provided each such period shall be considered a vacation draw.
- (b) A member who is assigned to a function where the opportunity to accumulate lieu time is restricted and who is eligible for three or more weeks of vacation may elect to assign two weeks of vacation eligibility to lieu time, which time shall be utilized in accordance with the lieu time Articles of the Collective Agreement.
- 9.06 Vacations shall be taken by members in each rank in order of seniority based on the total length of service.
- 9.07 (a) A member who is hospitalized or confined to their residence as a result of an illness, injury or other physical or mental disability (other than one occasioned by or as a result of their duty, as provided under Article 12 hereof), at the time of commencement of their scheduled vacation shall have their vacation rescheduled, provided the vacation as rescheduled is taken before March 31 of the next calendar year.
- (b) If a member does not return from their sick leave prior to the said period, the sick leave will be interrupted in order that the vacation may be completed before the aforesaid March 31.

ARTICLE 10 - SICK LEAVE

- 10.01 In this Article "month" shall mean a calendar month.
- 10.02 Each member shall receive a gross credit of one and one-half days for each unbroken month of service with the Service, such credit to be cumulative. For the purpose of this Article, a month of unbroken service shall be one where the

member is employed, in full or in part, on all working days in the month, except that for the purpose of this Article unemployment due to weather conditions or lack of work shall not contribute toward a broken month, provided that the member works one or more days during the month. Service shall not be broken by a member's absence from duty caused by illness, except as provided in Article 10.05, or by injury or accident occurring while on duty, or by vacations, holidays, or scheduled days off, or by authorized leave of absence with pay, or by leave of absence while on military service as provided in Article 18.07, or by disciplinary suspension provided the member has worked some portion of said month. Service shall also not be broken by a member's absence from duty due to pregnancy leave. Unpaid sick leave as provided for in Article 10.09 shall not constitute a broken month of service.

- 10.03 Sick pay credits shall be cumulative as from the beginning of the first complete month after the commencement of duties.
- 10.04 Subject to Article 10.02, when a member is given leave of absence without pay, with the exception of a member's absence from duty due to pregnancy leave, or is laid off on account of lack of work and returns to the Service upon expiration of such leave of absence, etc., they shall not receive credit for the period of such absence, but shall retain their cumulative credits, if any, existing at the time of such leave or layoff.
- 10.05 Where a member is absent on account of illness and their cumulative sick pay credit has been exhausted, they shall not receive sick pay credits for the month in which they were so absent.
- 10.06 Whenever a member's days of illness exceed their cumulative credit, the excess days of illness shall not be carried forward, but shall be regarded as days of illness without pay.
- 10.07 Every member on the first of the month following completion of six months of service shall be eligible to receive sick pay, at full salary, for any time lost by reason of illness or injury to the full extent of sick pay credits available to them at the time of each absence, except where an award is made under the *Workplace Safety and Insurance Act*, provided, however, a member, who has been absent an average of six or more occasions per year (on a calendar year basis) over the previous two year period, shall receive sick pay as follows:

First absence in year - from first day absent

Second absence in year - from second day absent

Third and subsequent absences in year - from third day absent

An occasion of absence shall be no less than a full day's absence.

It is understood and agreed that a single "occasion" is comprised of all consecutive days lost by reason of illness or injury and shall not include absences under Article 10.08 (b).

The Manager of People Services & Workforce Insights and the Vice President of the Association shall jointly have the authority, in special circumstances, to exempt any particular member from the application of this provision.

- 10.08 (a) The number of days for which a member receives sick pay shall be deducted from their cumulative sick pay credit, but no deduction shall be made on account of any day on which a member would normally be entitled to be off work. Absence on account of illness for less than a full day shall be deducted on a straight hourly basis to the nearest 15 minutes.
- (b) For any time lost by reason of having to care, because of an urgent situation where no reasonable alternative is available, for an ill or injured dependent a member may use a maximum of 30 hours per calendar year of sick pay credits (part days to be calculated as under Article 10.08 (a)) provided sick pay credits are available to them at the time. A member who makes use of this provision has an obligation to make other arrangements for the care of the dependent at the earliest reasonable opportunity. "Dependent" means a member of the member's immediate family who, by reason of age or infirmity, is dependent upon the member for daily care and supervision.
- 10.09 If a member resigns their position with the Service or is discharged for cause, and later returns to the Service, they shall be considered a new member for the purposes of the cumulative sick pay credit plan.
- 10.10 The whole or any part of vacation which may still be due on account of the previous years' service shall be given to a member while absent because of illness or who is absent because of injury or illness under the *Workplace Safety and Insurance Act* when their sick pay is exhausted or the sick pay shall be interrupted in order that vacation may be completed before the end of the year.
- 10.11 A member on regular Monday to Friday day work, or a member on another shift who, due to an unforeseen or urgent medical condition requires emergency treatment, may on request to their immediate Supervisor, made as soon as possible after making the appointment, be granted necessary time off to attend medical or dental appointments which cannot be arranged during non-working hours, with deduction from accumulated sick credits on a straight hourly basis to the nearest fifteen minutes. Lieu time will be used for all other medical or dental appointments.
- 10.12 A member absent for more than three consecutive working days shall furnish, within seven days from the commencement of absence, a certificate from their personal physician covering the nature and duration of the illness, with the first and

last dates of attendance upon the member. A member absent for more than 24 consecutive working days shall furnish immediately following such 24 days, and each subsequent 24 consecutive days of absence, a certificate from their personal physician covering the nature of the illness, the latest date of attendance and the probable date on which the member will return to duty.

10.13 A member shall not be entitled to sick pay in advance of any credit they may earn in the current month, such credit becoming available on the first day of the succeeding month.

10.14 (a) The Board may require any member to submit themselves to a medical examination by a physician designated by the Board.

(b) If, after examining medical reports and/or reports of a registered psychologist, and making such investigations including consultation with the member's physician and/or registered psychologist as the Medical Advisor deems appropriate, the Medical Advisor disagrees with the member's physician or registered psychologist on the medical or psychological diagnosis or prognosis of the member, the member shall be referred to an independent medical consultant (as may be agreed by the Parties from time to time) whose opinion on the diagnosis or prognosis of the member's condition shall govern unless there is a material change in the member's condition following such examination. Should the opinion of the consultant as to the diagnosis or prognosis of the member be materially different from that of the Medical Advisor, the Board shall pay the consultant's fee. Otherwise, the consultant's fee shall be paid by the member.

(c) Apart from issues concerning diagnosis or prognosis to be resolved pursuant to Article 10.14 (b), the Medical Advisor shall determine a member's fitness to perform their duties provided such determination is not made in bad faith or in an arbitrary manner.

(d) A referral to an independent medical consultant shall be made in the following manner:

(i) When the Medical Advisor disagrees with a member's physician or registered psychologist under Article 10.14 (b), they shall immediately notify the other members of the Medical Committee and a meeting of the Committee shall be convened as soon as is practicable.

(ii) At the meeting referred to in paragraph (i) above, the Committee shall discuss the member's situation, agree upon the independent medical consultant to whom the member is to be referred and draft a letter of referral to the independent medical consultant which shall be

sent to them over the signatures of the Medical Advisor and a representative of the Association.

- (iii) The letter of referral shall, *inter alia*, direct the independent medical consultant to send to both signatories of the letter of referral any report or correspondence concerning the member or concerning any matter arising out of the referral.
 - (iv) The Medical Committee shall consist of two representatives of the Association and two representatives of the Board.
 - (e) The procedure under Article 10.14 (b) shall not apply to determinations under the *Community Safety and Policing Act, 2019*, or Regulations pursuant thereto.
 - (f) Whenever the Board requires a member to furnish a medical report on its prescribed form, the Board will reimburse the member as follows:
 - (i) Medical information requested or required by the Board on its prescribed forms will be reimbursed up to \$60.00; and
 - (ii) Any further detailed medical report requested or required by the Board will be reimbursed up to \$200.00. Reimbursement will be provided to a member via payroll direct deposit (non-taxable, subject to Canada Revenue Agency rules) and will be made within two pay periods of the employer receiving the report.
 - (iii) For clarity, reimbursement for a medical practitioner's charge as outlined in this Article does not apply where medical information is obtained by the member or the Association seeking to dispute a decision made by the Board, Medical Advisor, or insurer, as applicable, or for the purposes of an internal review or appeal.
- 10.15 A member absent from duty because of disability resulting from other employment not associated with duties as a member of the Service shall not receive benefits under Article 10 for such absence to the extent these are received from the WSIB or other insurance plans at such place of employment.

This Article shall not apply to persons with disabilities who are members of the Association's Board of Directors when the "other employment" is with the Association.

ARTICLE 11 – CENTRAL SICK LEAVE BANK

11.01 Eligibility

A member is eligible for benefits under the plan where:

- (a) the member is absent due to disability which would entitle the member to sick leave but their sick leave credits are exhausted. The member may submit, and the Board may rely on, the opinion of a registered psychologist provided that the Board may require medical evidence of disability. For the purpose of this Bank, "disability" is in addition more particularly defined to mean:
 - (i) for the first 30 months of disability as the inability to perform the regular duties of the member's position and the inability to perform the essential duties of any available position covered by the Unit "A", "B" or "C" Collective Agreement with compensation equal to or greater than 66 2/3% of the current salary of the job class and increment held by the member at the commencement of their disability; and
 - (ii) after the first 30 months as the inability to perform any gainful occupation or employment for which the member is reasonably suited by education, training or experience;
- (b) the member has been absent because of such disability for six continuous months or an aggregate of 1,044 working hours for members on a 40 hour work week, 913.5 hours for members on a 35 hour work week, within a 9-month period (on the recommendation of the Board/Association Committee the Board may waive part of the aforesaid waiting period where the member no longer has sick leave credits available because the member has attempted to return to duty during earlier periods of such disability); and
- (c) at the commencement of the absence because of illness or injury, the member had at least six months service with the Service.

11.02 Benefits

The benefits to be provided under the Bank are as follows:

- (a) Payment to an eligible member under the Bank shall be made on a bi-weekly basis and shall be the greater of a 75% benefit based on the member's salary at the time of disability or a 60% benefit based on the salary for the job class and increment held by the member at the time of disability as it is increased from time to time.

- (b) During a period of benefit payment from the Bank, the required premiums under Articles 14.02, 14.03, 14.04, and 14.06, shall be paid by the Board.

11.03 Reduction of Benefits

Payments will be reduced by benefits, if any, to which the member is entitled under any government plans or other plans to which the Board has contributed, in whole or in part, on their behalf except the Toronto Pension Plan and OMERS (unless the member is in receipt of pension from the Plan or OMERS in which event the benefits hereunder would be reduced by the amount of such pension), provided, however, that in the case of WSIB there will be no reduction in respect of:

- (i) permanent partial awards relating to a prior disability or accident; or
- (ii) allowances for expenses other than for lost time.

subject to the overriding condition that the payment under the Bank together with any other payment payable on account of disability of the member under any Board plan, any group insurance contract or any plan of any government shall not exceed either 75% of the rate at the time of disability or 60% of the current rate for the position, based on whichever level of CSLB the member is in receipt of.

The member in order to receive benefits hereunder must make timely and proper application for any disability or other benefits for which they may be eligible under any government or private plan, including the WSIB and the Canada Pension Plan benefits but excluding the former Municipality of Metropolitan Toronto Pension Plan By-Law No.15-92 (the "TPP") or OMERS, and until the amount of such disability benefits has been established, the Board reserves the right to make the reductions above described on the basis of an estimate of such disability benefits. The member shall be obliged to disclose to the Board all such payments, application for payment of any other benefit, changes in their status in respect of any other benefits and any other information reasonably required to determine their entitlement under this Bank.

Members in receipt of CSLB benefits shall apply for an OMERS waiver of contributions once it becomes available pursuant to OMERS rules, and a Life Insurance waiver of contributions once it becomes available pursuant to the carrier's rules. If any changes to the waiver rules, its effect or administration are made by OMERS, the Parties agree to meet to discuss the effect of those changes to this provision.

11.04 Benefit Duration

Such payments shall continue to be made by the Board during such disability so long as the member remains eligible for benefits provided that:

- (a) No member shall be entitled to draw benefits under this Bank after they have attained the tenure or age that would entitle them to an OMERS pension without actuarial reduction or an unreduced pension under the Metropolitan Toronto Pension Plan.

- (b) Rehabilitative Employment:

If a member engages in Rehabilitative Employment directly following any period of disability for which benefits have been paid from the Bank, the Board in respect of each pay period will pay the member at the then current hourly rate for the job performed for all hours worked on rehabilitative employment and shall continue to pay the member from the Bank at their CSB rate calculated under Article 11.02 (a) in respect of those hours the member does not work during the pay period. "Rehabilitative Employment" means any occupation, employment or undertaking for wages or profit, approved by the Board and undertaken by the member while unable because of sickness or injury to engage in any occupation or work on a full time basis or unable to fully perform the essential duties of any available position on the Service. In no event shall payment under this provision result in a member receiving more than 100% of their salary.

- (c) Should the member recover and return to work the monthly benefits will cease and regular salary will resume.
- (d) Should there be a recurrence of the same or causally related disability within six months of the member's return to work, their salary will cease and benefits will resume immediately.

11.06 The Association on behalf of its members agrees that the members' portion of the EI Rebate may be retained by the Board to offset the cost of providing disability benefits hereunder.

ARTICLE 12 - WORKPLACE SAFETY AND INSURANCE

12.01 When a member is absent by reason of an illness or injury occasioned by or as a result of their duty and where an award is made by the Workplace Safety and Insurance Board they shall, in addition to the WSIB Award(s), receive such further amount so as to provide that the total payment to the member shall approximate but not exceed the net pay such member might otherwise have received had they not been absent.

Note: Other WSIB Award(s) for disabilities not related to the current disability or absence will not be considered.

- 12.02 (a) A member absent on WSIB is deemed to be at work and so shall accrue vacation credits during their absence.
- (b) If the WSIB absence causes the member to miss vacation time scheduled during the balance of the year in which the injury/illness occurs, such vacation time may be retained for use no later than June 30 of the year following the year in which the member returns to work.
- (c) A member absent for a full calendar year will be deemed to have taken that year's vacation during the year.
- (d) In the year that the member returns to work, in addition to any vacation entitlement retained under Article (b) above, the member shall be entitled to all vacation time accrued during the year preceding the year in which they return to work. Such vacation time must be used no later than June 30 of the year following the year in which the member returns to work.
- 12.03 Members in receipt of WSIB benefits shall apply for an OMERS waiver of contributions once it becomes available pursuant to OMERS rules, for all new claims after April 25, 2025, and a Life Insurance waiver of contributions once it becomes available pursuant to the carrier's rules. If any changes to the waiver rules, its effect or administration are made by OMERS, the Parties agree to meet to discuss the effect of those changes to this provision.
- 12.04 Members shall, if hospitalized or confined to their residence prior to the actual date of a statutory holiday, accumulate such statutory holidays in equal lieu time as they might otherwise receive. For the purpose of this Article, a member shall be considered "confined to residence" notwithstanding that the member is required to attend an appointment with their physician or to attend an appointment for the purpose of rehabilitative therapy.
- 12.05 For the purpose of this Article, net pay shall be the pay for the rank of the member as shown in Schedule A, less those deductions required under Government Statutes, pension contributions, and other deductions under this Collective Agreement.
- 12.06 A member, when on a WSIB absence, shall be deemed to be on the Day Shift tour of duty and on a Monday to Friday work week.
- 12.07 No member shall be entitled to draw benefits under Article 12.02 or 12.05 while such member is entitled to receive a Disability Pension from the Canada Pension Plan.
- 12.08 A member who, as a result of an injury on duty, is required to remain on duty beyond the end of their regular tour of duty for hospital treatment shall receive lieu time as provided in Article 5.04 of the Collective Agreement, or pay calculated at

the rate of one and one-half times the member's rate of pay while in hospital, but in no event shall such payment exceed three hours pay or time off in lieu thereof at the time and one-half rate, nor shall such period of extra pay extend beyond midnight of the day on which the member is injured.

- 12.09 A member who is injured on duty in circumstances where no action for such injuries would lie against a third person and who is unable to work as a result of such injury, shall, while they are off work as aforesaid be paid their regular day work rate to the extent of their available sick pay credits, until such time as a ruling has been made by the WSIB upon their claim and the member has exhausted all internal WSIB appeals (but not WSIAT appeals), provided that if and when the WSIB rules in favour of their claim the sick pay credits so used shall be restored.
- 12.10 Where a member who is injured in circumstances in which they might be entitled to compensation under the *Workplace Safety and Insurance Act* (assuming timely and proper application is made) elects instead to claim against a third party they shall, as a condition of receiving sick pay benefits, undertake in writing to reimburse the Treasurer of the City of Toronto out of the proceeds of any settlement or judgment upon such claim, the amount of money equivalent to the value of such sick pay benefits and upon their return having made such reimbursement their accumulated sick pay credits shall be restored accordingly.

ARTICLE 13 - SICK PAY GRATUITY

This Article does not apply to members hired or re-hired on or after May 1, 2015.

- 13.01 In this Article, the words "termination of employment" shall mean separation from employment with the Service by retirement on account of age, disability or by resignation, except where such resignation has been requested as an alternative to dismissal.

- 13.02 Upon termination of employment with the Service:

- (a) there shall be paid to every member who has been in the employment of the Board for an aggregate period of at least 10 years; and
- (b) there shall be paid to the estate of a member who dies while in the employment of the Board, having completed at least 10 years of service

the whole or part of such amount as is equal to one-half the accumulated sick pay credits of the member, but in no case shall such amount exceed the aggregate amount of their salary or other remuneration for the period corresponding to the service requirements set forth below:

Service Requirement	Period
At least 10 years and less than 15 years	3 calendar months
At least 15 years and less than 20 years	4 calendar months
At least 20 years and less than 25 years	5 calendar months
At least 25 years and less than 30 years	6 calendar months
At least 30 years and less than 32.5 years	7 calendar months
At least 32.5 years and less than 35 years	8 calendar months
At least 35 years	9 calendar months

For members hired or re-hired on or after January 1, 2012, Articles 13.01 and 13.02 shall be amended to read as follows:

13.01 In this Article, the words "termination of employment" shall mean separation from employment with the Service by retirement on account of age, disability or by resignation after the completion of 25 years' service, except where such resignation has been requested as an alternative to dismissal.

13.02 Upon termination of employment with the Service:

- (a) there shall be paid to every member who has been in the employment of the Board for a period of at least 10 years; and
- (b) there shall be paid to the estate of a member who dies while in the employment of the Board, having completed at least 10 years of service,

the whole or part of such amount as is equal to one-half the accumulated sick pay credits of the member, but in no case shall such amount exceed the aggregate amount of their salary or other remuneration for the period corresponding to the service requirements set forth below:

Service Requirement	Period
At least 10 years and less than 15 years	3 calendar months
At least 15 years and less than 20 years	4 calendar months
At least 20 years and less than 25 years	5 calendar months
At least 25 years	6 calendar months

13.03 For the purpose of meeting the service requirements set out in the above schedule, the following shall be included:

- (a) All time worked with the Service from the most recent date of hire and with the former Metropolitan Toronto Police Service prior to entering the service of the Service;

- (b) All time lost on account of absence by reason of illness where the member was paid for such absence or was considered as being on sick leave without pay;
- (c) All time lost on account of absence by reason of Pregnancy Leave without pay for a period or periods not exceeding six months.

13.04 In the event of the death of a member, the amount payable under this section shall be paid to the member's estate.

13.05 In no case shall an award made by the WSIB be deducted from any sick pay gratuity payment to the member or their dependents.

ARTICLE 14 - BENEFITS AND LIFE INSURANCE

14.01 Every member shall be entitled to the benefits of this Article from the date of hire until the end of the month in which employment terminates in the case of OHIP and Supplementary Hospital coverage, and until midnight on the day on which a member's employment terminates in all other cases.

14.02 The Board shall pay 100% of the Single Premium or the Family Premium, as the case may be, for every member who is eligible for and entitled to receive insured services under the Ontario Health Insurance Plan, established pursuant to the *Health Insurance Act* and with respect to whom the Board is required to remit a premium pursuant to the provisions of such Act.

14.03 The Board shall continue to contract with an insurance carrier for the purpose of supplementing the insured services referred to in Article 14.02 by providing accommodation at the semi-private ward level for any member to whom such Article is applicable and the Board shall pay 100% of the Single Premium or the Family Premium, as the case may be, for such plan.

14.04 The Board shall continue to contract with an insurance carrier to provide a comprehensive medical insurance plan with a \$10.00/\$20.00 deductible provision, and the Board shall pay 100% of the Single Premium or the Family Premium, as the case may be, for such plan.

14.05 (a) The Board shall provide to every member by contract with an Insurer licensed under the Ontario *Insurance Act*, and selected by the Board, group life insurance in an amount equal to two times the annual salary of the member in effect at time of death, such amount of insurance to be rounded to the nearest \$1,000.00.

- (b) The Board shall provide to every member the normal provisions relating to coverage for accidental death and dismemberment coverage.

- (c) The Board shall pay 100% of the premium for such group life insurance and accidental death and dismemberment coverage.
- 14.06 (a) The Board shall continue to contract with an insurance carrier to provide a dental plan providing for the payment of benefits as set out in a dental plan agreement signed by the Parties. The plan shall provide for the dental procedures to be paid in accordance with the Ontario Fee Guide for Dental Practitioners in effect at the time the service is rendered.
- (b) The Board shall pay 100% of the Single Premium or the Family Premium, as the case may be, for such plan.
 - (c) The Plan shall be mandatory for every eligible member.
- 14.07 The insurance policies for coverage provided in Articles 14.03, 14.04, and 14.06 will provide for "over-age dependent" insurance.

An "over-age" dependent is defined as an unmarried child of a member, over the age of 21, who is a full-time student attending an educational institution or on vacation therefrom and who is dependent for support on such member, excluding always:

- (a) any person who is otherwise covered for benefits under the Policies; and
- (b) any person whose evidence of insurability furnished in accordance with the provisions of the Policy is not accepted as satisfactory to the Insurance Company.

An over-age dependent shall become eligible to be insured on the attainment of 21 years of age, or on the date of enrolment as a student at an educational institution, if such dependent is over 21 years of age on that date. If application is not made for over-age dependent insurance within 31 days of the date of becoming eligible, evidence of insurability satisfactory to the Insurance Company will be required.

- 14.08 The Board may, at any time, substitute another carrier for any benefits in this Article, (other than OHIP) provided that the benefits afforded thereby are not decreased. Such substitution will not occur on less than 60 days' notice to the Association.
- 14.09 The Board shall pay the premium and be responsible for maintenance of insurance coverages in accordance with the provisions of the Ontario *Employment Standards Act, 2000* for members on Pregnancy or Parental Leave provided the member has completed their probation period.

- 14.10 The Employer will make available an electronic copy of the revised Benefit Plan Document(s) to all members, and any formal documents setting out the general terms and conditions applicable to members of the Association will be provided to the Association.

ARTICLE 15 - PENSIONS AND RETIREMENT BENEFITS

- 15.01 Subject to Article 15.02, each full-time member in the "Permanent Service" class of members shall be covered by the provisions of By-law No. 15-92 of the City of Toronto and amendments thereto, being a by-law "to provide pensions for employees, their spouses and children, of the Police Service of the City of Toronto and other participating employers".
- 15.02 It is understood and agreed that to the extent that the Ontario Municipal Employees Retirement System Plan is by statute applicable to any member of the Service, the By-law No. 15-92 shall not be applicable to such member.
- 15.03 The Board and the Association will determine the rules and regulations surrounding the payment of survivor income benefits by the Board to dependents of member's killed on duty, but the overall objective is to provide a supplement to existing governmental payments (CPP, WSIB) and pension plan payments (OMERS, Toronto Police Benefit Fund, Toronto Pension Plan) due to such dependents on the member's death, so that the disposable after tax income of the surviving dependents will be approximately 100% of the disposable after tax income of the deceased member, based on the salary for the deceased member at the time the payments are made. The Board and the Association will have the right to adjust the amount depending on the circumstances of the individual case from time to time.
- 15.04 Medi-Pak
- (a) The coverage under this Article shall only be furnished provided:
 - (i) such coverage is not provided at the retired member's or their spouse's place of employment. Upon termination of a period of ineligibility resulting from the fact that some or all of the coverage has been provided at the retired member's or their spouse's place of employment the retired member may apply or re-apply for all or the remainder of the benefits under this Article 15.04, to which they are entitled;
 - (ii) benefit coverage shall apply to the member's spouse, to the member's child(ren) under the age of 21 and to the member's disabled dependent child(ren) (as defined in the applicable insurance contract) and provided that the member or spouse remains covered

under the terms of this Article and provided such benefits are not available to the disabled dependent child(ren) from another source without cost to the member;

- (iii) benefit coverage shall cease when the member attains age 65. If the retired member dies or receives such benefits (i.e., has coverage hereunder) until age 65 and dies thereafter, their surviving spouse, surviving child(ren) under the age of 21 and surviving disabled dependent child(ren), will be eligible for such coverage until the earlier of such surviving spouse attaining age 65 or the coverage to the member and surviving spouse has continued for a total of 120 months;
 - (iv) the retired member (or spouse) resides in Canada but, if resident outside Ontario, the member or dependent shall be entitled to the insured benefits only to the extent that equivalent benefits are not available to the member or dependent under the provincial/territorial Medicare plan in the province/territory in which the member or their surviving spouse resides. This requirement shall be waived with respect to the \$5,000.00 paid up life insurance policy; and
 - (v) 90 days prior to the commencement of the coverage the member must make written application to the Board for this coverage.
- (b) A member retiring on an unreduced pension (including a disability pension in which case there is no minimum age and/or service restriction) shall be provided with the following benefits:
- (i) the Board will pay 100% of the cost of premiums for semi-private hospital insurance (Article 14.03), comprehensive medical insurance (Article 14.04), and dental insurance (Article 14.06); and
 - (ii) the Board will provide the member (but not their spouse or other dependent) with a \$5,000.00 paid up life insurance policy (any existing life insurance provided by the Board and continued after retirement shall be reduced by such \$5,000.00).
- (c) Retired members or their surviving spouses who are otherwise entitled to Medi-Pak under Article 15.04(a) and who reside outside Ontario but elsewhere in Canada shall be reimbursed by the Board for the premium cost, if any, paid by them to obtain provincial/territorial Medicare coverage but the amount of such reimbursement shall not exceed \$60.00 per month for family coverage.

Note: A member who retires on or after January 1, 2028, will have Medi-Pak benefits coverage continue until age 75.

15.05 Health Care Spending Account

- (a) The Board shall provide members retiring on an unreduced pension with a non-cumulative health care spending account of \$3,000.00 per year provided that the Canada Revenue Agency's definitions regarding eligible expenses are met. The non-cumulative health care spending account shall run for 10 years, commencing on the date upon which a member reaches age 65.

Members who have a minimum of 25 years of service with the Board and who opt for a commuted value transfer instead of an early retirement pension will also qualify for coverage.

- (b) The health care spending account shall be per member regardless of single or family status. If the member dies, then the member's surviving spouse shall be able to access the health care spending account until the member would have reached age 75. Coverage will include the eligible expenses of a member's dependent children.

Note: A member who retires on or after January 1, 2028, will not be eligible for the retiree Health Care Spending Account.

ARTICLE 16 - APPOINTMENTS, PROMOTIONS, SUSPENSIONS AND DEMOTIONS

16.01 Whenever an appointment or promotion is to be made on a permanent basis to a position of Parking Enforcement Officer or Communications Operator, or to a new position, notice of vacancy shall be posted for a minimum period of 10 working days on bulletin boards throughout the Service and at the same time a copy of the posted vacancy shall be sent to the Association.

16.02 Any member of the Service for whom such vacancy is a promotion shall be entitled to apply for the position. In addition to any specific statutory requirements, the selection shall be made on the basis of skill, ability and efficiency from amongst the applicants, and where such factors are relatively equal, seniority shall govern.

16.03 The Board shall notify every such applicant of acceptance or non-acceptance.

16.04 The Board shall forward to the Association notice of every appointment, reclassification or promotion affecting any member in Unit "C".

16.05 When a demotion is to be recommended:

- (a) the Association shall be informed at least 10 working days prior to the recommendation being placed before the Board;

- (b) the Association shall have the right to make such representations to the Manager of Labour Relations in connection with such recommended demotion, as it deems fit. In addition to the right of the demoted member and of the Association to grieve the demotion, where the Association has not been notified in accordance with this Article, the Association will have the opportunity to make representations to the Manager of Labour Relations within 10 days following the demotion.

16.06 Administrative Suspensions

Where a civilian member is subject to an investigation in relation to acts done in the attempted performance in good faith of their duties while interacting with a member of the public, any administrative suspension imposed on the civilian member will be with pay.

ARTICLE 17 - GRIEVANCE PROCEDURE

- 17.01 Any difference concerning the interpretation, application, administration or alleged violation of the provisions of this Collective Agreement, including any question as to whether a matter is arbitrable, will be dealt with in the following manner:

STEP 1

An aggrieved member, accompanied and represented by an Association Steward or Director, may present their grievance, in writing, to their Unit Commander or designate and the grievance shall be discussed with a view to reaching a settlement. The Unit Commander shall render a written decision within five working days of the discussion. Any settlement of the grievance reached at this Step will be considered applicable to the case in question only and will not establish a precedent for future cases.

STEP 2

Failing satisfactory settlement at Step 1, the Association may, within 20 working days, submit the grievance to the Manager of Labour Relations for further discussion with a view to reaching a settlement. To facilitate settlement, a meeting shall be held at which the Board may be represented by such persons as the Board deems necessary and at which the Association may be represented by such persons as the Association deems necessary. The Manager of Labour Relations or their designate, shall render a written decision within seven working days of the Step 2 meeting.

- 17.02 Any grievance involving the discharge or suspension of a member shall commence at Step 2.

- 17.03 Either party to this Collective Agreement may lodge a grievance in writing with the other party on any difference between the Parties concerning an interpretation, application or administration of the Collective Agreement, including any question as to whether a matter is arbitrable and such grievance shall commence at Step 2.
- 17.04 A grievance is to be commenced within 25 working days of the incident which gave rise to the grievance, unless the grievor, Association or Board is unaware that grounds exist for a grievance, in which case, the grievance is to be commenced within 25 working days of the time at which the grievor, Association or Board became aware that grounds for a grievance existed.
- 17.05 (a) Failing satisfactory settlement at Step 2 of the Grievance Procedure either party, within 10 working days, may refer the grievance to conciliation pursuant to s. 228 of the *Community Safety and Policing Act, 2019*.
- (b) Failing satisfactory settlement at conciliation, either party, within 90 calendar days following the date of the letter from the Solicitor General under s. 228(5) of the *Community Safety and Policing Act, 2019*, may refer the grievance to arbitration under s. 229 of the *Community Safety and Policing Act, 2019*.
- (c) In the case of a grievance regarding discipline, where no meeting has been held at Step 2 within 60 days from the date of submission of the grievance to the Manager of Labour Relations, then either party may refer the grievance to conciliation pursuant to s. 228 of the *Community Safety and Policing Act, 2019*.
- 17.06 For the purposes of this Article, "working days" shall mean Monday to Friday, exclusive of statutory holidays falling on or designated to be taken on any one of the days from Monday to Friday, inclusive.
- 17.07 An arbitrator may extend the time for the taking of any step in the grievance procedure under a collective agreement, notwithstanding the expiration of such time, where the arbitrator is satisfied that there are reasonable grounds for the extension and that the opposite party will not be substantially prejudiced by the extension.
- 17.08 (a) A member shall be notified of any disciplinary action taken against the member by way of documentation (currently TPS 931) and has the right to respond thereto in writing within 10 working days.
- (b) If the issuance of a TPS 931 is being considered and the member is requested to respond to a Unit Commander or their designate, the member shall have the opportunity to have the Divisional Steward or Association representative present at such meeting and, where practicable, without cost

or loss of service to the Board. Representatives of the Board and the Association shall arrange for such meetings with the minimum disruption of police duties by the utilization of available personnel within the Unit or a full-time Association representative.

- (c) A copy of the Personnel Documentation Form TPS 931 will be given to the member when the documentation is made and, in accordance with the provision on the Form, will be purged after two years, unless further reports are received, in which case the report will stay on file until two full years have passed without further reports.

17.09 Where an arbitrator appointed pursuant to Article 17 to hear a grievance involving discharge or suspension, lodged at Step 2 in accordance with this Article, determines that a member has been discharged or otherwise suspended by the Board for cause, the arbitrator may substitute such other penalty for the discharge or suspension as to the arbitrator seems just and reasonable in all the circumstances.

ARTICLE 18 - LEAVE OF ABSENCE

- 18.01 (a) A member, on application to their Unit Commander, shall be granted up to three days leave of absence with full pay for the purpose of getting married. The three days leave of absence will represent the day before, the day of and the day after the marriage ceremony. If such leave of absence includes their regular days off (which days off shall not be altered) these days will form part of the leave of absence.
- (b) A member whose annual leave coincides with their marriage shall not be entitled to more than one day's paid leave under this provision.
- 18.02 (a) On request to the Unit Commander, leave of absence shall be granted to a member because of the death of their:
 - (i) father, mother, son, daughter, brother, sister, spouse, grandparent, grandchild, pregnancy loss.

For the purpose of this Article, pregnancy loss is between medical confirmation of pregnancy and eligibility for Pregnancy Leave and EI benefits.

Time so lost during the four calendar days immediately following such death, from the member's regular schedule shall be compensated at the member's regular rate of pay up to a maximum of four days/shifts, regardless of the length of the scheduled shift.

- (ii) mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, of the member.

Time so lost during the three calendar days immediately following such death, from the member's regular schedule shall be compensated at the member's regular rate of pay up to a maximum of three days/shifts, regardless of the length of the scheduled shift.

- (b) Days off are not to be altered to form part of the three or four days mentioned above.
 - (c) For the purpose of this Article, a member who is a step-parent, step-child or step-sibling of a deceased will be considered for such leave where it is established that there is a continuing close personal relationship.
 - (d) Where a member was not brought up by their natural or adoptive parents or step-parents but was brought up by one or two other adults, a member will be considered for leave under this Article in the event of death of such adult where it is established there is a continuing close relationship.
 - (e) In this Article, the word "spouse" shall mean the person designated by the member, in accordance with the contract with the insurer, as their spouse for purpose of health care benefits. Similarly, for the purposes of this Article, in-law relationships are to be founded upon spousal relationships as defined in this paragraph.
 - (f) Where the member is attending the funeral but does not wish to commence their bereavement leave on the calendar day immediately following the death due to the exigencies of the Service, at the request of the member (with Unit Commander approval), the member may remain on duty and commence bereavement leave at a later date, provided that the bereavement leave is completed not more than 10 calendar days after the date of the death, and the member receives no greater bereavement leave entitlement than they would have been entitled to, had the leave commenced on the calendar day immediately following the day of death.
 - (g) A member may request the deferral of bereavement leave, based on personal circumstances, including but not limited to a delay in funeral, memorial, and/or burial arrangements and/or necessary travel arrangements. Such request will not be unreasonably denied.
- 18.03 (a) (i) Pregnancy Leave without pay shall be in accordance with Part XIV of the Ontario *Employment Standards Act, 2000*, except that a member commencing such leave who is in receipt of EI pregnancy benefits pursuant to s. 22 of the *Employment Insurance Act*, shall be paid a supplemental unemployment insurance benefit in an amount

which with their EI pregnancy benefit brings their compensation to 80% of their regular weekly earnings. Such payment shall commence following completion of the employment insurance waiting period and shall continue while the member is absent on Pregnancy Leave and is in receipt of such EI benefit for a maximum period of 15 weeks. In respect of the remaining 2 weeks of Pregnancy Leave without pay for which EI benefits are not payable, the member shall be paid 80% of their regular weekly earnings at the beginning of the Pregnancy Leave for those 2 weeks.

For leaves commencing after April 25, 2025:

Members on pregnancy leave who are in receipt of EI pregnancy benefits shall be paid a supplemental employment insurance benefit in an amount which, with their EI pregnancy benefits, brings their compensation to 95% of their regular weekly earnings for the seventeen (17) week leave period, which includes the EI waiting period.

- (ii) Pregnancy Leave for any member who does not qualify under Part XIV of the said Act shall be at the discretion of the Chief of Police as shall any requested extension thereof.
 - (iii) Seniority shall continue to accrue during the 17 weeks of Pregnancy Leave.
 - (iv) Except as specifically provided, Pregnancy Leave shall be at no cost to the Board.
 - (v) A member's anniversary date, for an increment or for a vacation entitlement, shall not be affected as a result of any Pregnancy Leave.
 - (vi) A member may buy credited service in the OMERS Pension Plan for the period of a Pregnancy or Parental Leave if they make the normal employee contribution in respect of the period by the end of the year following the year in which the leave ended. Where a member makes the election and purchase in a timely fashion, the employer will make its normal share of contributions in respect of the period purchased as credited service.
- (b) Pregnancy Leave granted under Article 18.03 (a)(i) above shall not result in any reduction in annual leave entitlement.
 - (c) (i) Parental Leave without pay shall be in accordance with Part XIV of the Ontario *Employment Standards Act, 2000*, except that, effective January 1, 2007, a member commencing such leave who is in receipt

of EI parental benefits pursuant to the *Employment Insurance Act* shall be paid a supplemental employment insurance benefit in an amount which, with their EI parental benefit, brings their compensation to 75% of their regular weekly earnings. Such payment shall commence following completion of the employment insurance waiting period, if any, and shall continue for a maximum period of 15 weeks while the employee is absent on Parental Leave and is in receipt of EI benefits.

- (ii) A member's anniversary date, for an increment or vacation entitlement, shall not be affected as a result of any Parental Leave granted pursuant to this paragraph, nor shall a Parental Leave result in any reduction in annual leave entitlement.
 - (iii) Seniority shall continue to accrue during a Parental Leave granted pursuant to this paragraph.
 - (iv) Except as specifically provided, Parental Leave shall be at no cost to the Board.
- (d) For the purpose of this Article, "regular weekly earnings" shall be determined by multiplying a member's regular hourly rate on the last day worked prior to the commencement of the leave times their normal weekly hours. For the purpose of the Pregnancy and Parental Leave top-ups, regular weekly earnings shall be based on the member's permanent rank or position but will be based on acting rank or position provided the member has been in the acting rank or position for a period of one year or more.
- 18.04 (a) Elected members of the Board of Directors of the Association shall, on at least two weeks' written notice, be granted leave of absence from their duties for their term of office. During the tenure of their leaves of absence, such members shall be paid by the Association and not by the Board. The Association shall be responsible for all source deductions and remittances in respect of such members except as set out herein. The Board shall continue to provide welfare and group insurance benefits in respect of such members as though they had not been granted the leave of absence. The Association shall remit required pension contributions (member and employer) on a monthly basis to the Board which shall promptly remit same to the applicable pension plans, provided, however, that the Board shall be fully indemnified by the Association in respect of any loss or expense incurred by the Board as a result of the Association's calculation of the required pension contributions or the Association's failure to remit the correct amounts in a timely fashion to the Board. The Association will reimburse the Board the full cost of non-pension benefits provided by the by the Board during such leave of absence for such member. No more than nine members of the Service may be on leave of absence at any one time.

- (b) The Association agrees to release the Board and the Chief of Police from any and all liability with respect to any acts performed by, or omission of, a member in the performance of their duties on behalf of the Association during such leave of absence.
 - (c) Upon their return, the time spent on a leave of absence as an elected member of the Association Board of Directors shall be included for the purposes of calculating seniority and service-based benefits and entitlements under the Collective Agreement.
- 18.05 Subject to the requirements of the Service which cannot be foreseen or planned in advance, the Board shall allow Stewards of the Association sufficient time off duty, without pay, to attend local, Provincial, National, or International Police Association meetings or other authorized Association business. Such time off shall only be granted with the permission of the Chief of Police upon written request by the President of the Association.
- 18.06 (a) Subject to the requirements of the Service, a member shall be allowed a leave of absence without pay for a period not to exceed 30 working days for compassionate reasons acceptable to the Director of People & Culture. If, while on such leave of absence, the member engages in or applies for other employment without the consent of the Chief of Police, or if the member on such leave fails to report for work without lawful reason at the beginning of their regular tour of duty after the termination of such leave, such member shall be considered as having quit without notice and shall be terminated from employment.
- (b) Members shall be entitled to Family Medical Leave in accordance with s. 49.1 of the Ontario *Employment Standards Act, 2000*.
- 18.07 (a) Subject to the requirements of the Service, a member shall be allowed a leave of absence for a period not to exceed two calendar weeks for military training with the Canadian Armed Forces Reserve. The leave of absence shall be without pay but the member may elect to use accumulated lieu time for all or a part of the duration of the leave of absence.
- (b) When, at the time of making their vacation selection, a member is aware of the dates of their military training, they shall submit a written request for such leave to their Unit Commander when making their vacation selection. In all other cases, a member shall submit a written request for such leave to their Unit Commander no later than four months prior to the commencement of the military training.
- (c) All written requests for military leave shall indicate whether or not the member wishes to use accumulated lieu time for all or a part of the leave of

absence and shall be accompanied by written substantiation of the military training exercise from the appropriate Armed Forces personnel.

- 18.08 Subject to the requirements of the Service, a Unit Commander shall permit a member holding the position of Steward in the Association lieu time off on a tour of duty to attend an Association meeting.
- 18.09 Every member who is called to serve as a juror or is subpoenaed as a witness in a legal proceeding:
- (a) shall be granted leave of absence for such purpose provided that upon completion of their jury or witness service such member shall present to their Unit Commander a satisfactory certificate showing the period of such service;
 - (b) shall be paid their full salary or wage for the period of such jury or witness service, provided that they shall pay to the Treasurer of the City of Toronto the full amount of compensation received for such service and obtain an official receipt therefor, it being understood that the full amount does not include monies received on days other than their regularly scheduled work days with the Service or any monies received for meal allowance or travelling allowance; and
 - (c) shall, upon being released from jury or witness service in the forenoon of any day, immediately telephone their Unit for instructions respecting their return to work and shall, upon receiving such instructions, comply with the same.

ARTICLE 19 – TRANSPORTATION ALLOWANCE

- 19.01 Whenever a member is required to use the public transportation system in the course of their duties, such member shall be provided with fare for that purpose.
- 19.02 A member who is requested to use their car in the performance of police duty and who agrees to do so, shall be paid an allowance of \$0.45 per kilometre, increased to \$0.66 per kilometre effective June 1, 2025, for all distance travelled in the performance of such duties.
- 19.03 Any damage to a member's car resulting from its use in the performance of duty as provided in Article 19.02 shall be repaired in the garage of the Service at no cost to the member.
- 19.04 No member shall be allowed to use their car pursuant to Article 19.02 unless and until they provide satisfactory evidence of public liability and property damage insurance.

- 19.05 Members travelling to and/or from the Ontario Police College at Aylmer during off-duty hours will receive a four hour lieu time credit for each course; members travelling to and/or from the Canadian Police College in Ottawa during off-duty hours will receive an eight hour lieu time credit for each course. This credit will not apply to attendance in respect of the Probationary Constables Course, or its equivalent, nor to a member seconded to the College.

ARTICLE 20 - TEMPORARY MEMBERS – FIXED TERM EMPLOYMENT

- 20.01 “Temporary service class of member” means a person who, at the time of their engagement, is hired for a specified temporary period or until the completion of the particular task or assignment for which they were engaged, or as a replacement for a member absent for a specified or indefinite period, with the exception that the person’s employment will not be continued after the specified temporary or indefinite period, but in no event shall such temporary period exceed two years.

Their terms and conditions of employment will include pay (Schedule B) for the job the member is performing on a temporary fixed term basis and the member’s vacation entitlement paid as a percentage of their pay, in accordance with the *Ontario Employment Standards Act, 2000*.

After two years of temporary fixed term employment, a temporary service class of member will become a member of the permanent service class.

ARTICLE 21 - TECHNOLOGICAL CHANGE

- 21.01 It is the policy of the Board to endeavour to place in other positions any permanent service members who may be displaced by technological improvements in the operation of the Service or by the contracting out of any services now performed by the members represented by the Association. Should the Board decide to contract out any work now performed by members coming within the bargaining unit, no such member with at least two years of permanent service with the Service will be laid off or have their employment terminated by reason thereof.

ARTICLE 22 - PERSONNEL REGULATIONS

- 22.01 In the event of any conflict between any personnel regulation and the provisions of this Collective Agreement, this Collective Agreement shall govern.

ARTICLE 23 - PROTECTIVE CLOTHING

23.01 Where the Board provides safety equipment, safety clothing or working attire, such safety equipment, safety clothing and working attire shall be worn by the member.

ARTICLE 24 – RETENTION/SERVICE PAY

Effective January 1, 2029, Service Pay will be renamed as Retention Pay and this Article will be replaced by the Retention/Service Pay language as set out in Schedule B.

24.01 Each member shall be eligible for Retention/Service Pay in accordance with the following:

Upon completion of 5 years of service and until the completion of the 10 th year of service	\$225.00 per annum
Upon completion of 10 years of service and until the completion of the 15 th year of service	\$375.00 per annum
Upon completion of 15 years of service and until the completion of the 20 th year of service	\$525.00 per annum
Upon completion of 20 years of service and until the completion of the 25 th year of service	\$675.00 per annum
Upon completion of 25 years of service and until the completion of the 30 th year of service	\$825.00 per annum
Upon completion of 30 years of service and until the completion of the 35 th year of service	\$975.00 per annum
Upon completion of 35 years of service and thereafter	\$1,125.00 per annum

Retention/Service Pay shall become due on November 30 of each year and shall be calculated pro rata from the dates of eligibility to November 30. On severance or retirement, a member shall be entitled to Retention/Service Pay that may have been due to them at the time of such severance or retirement. In the case of death,

the Retention/Service Pay which may have been due to such member at the time of their death shall be paid to the member's estate or beneficiary.

ARTICLE 25 - TRANSFERS

- 25.01 (a) A member of the Civilian Branch who is transferred to the Uniform Branch will continue to have their service with the Civilian Branch counted on such transfer for the calculation of vacation benefits, sick pay, sick pay gratuities and welfare benefits only.
- (b) A member of the Uniform Branch who is transferred to the Civilian Branch will continue to have their service with the Uniform Branch counted on such transfer for the calculation of vacation benefits, sick pay, sick pay gratuities, welfare benefits and Retention/Service pay.
- 25.02 The Board will notify the Association of its intent to permanently assign services previously solely performed by members of this bargaining unit to persons not in the employ of the Board or to persons covered by any Collective Agreement between the Association and the Board covering the members of the Service, and the Association may within 15 days, request a meeting with representatives of the Board through the Joint Association/Board Committee to discuss implications of any such assignments including any adverse effects on members covered by this Collective Agreement.

In this Article "permanently assign" means an assignment in excess of 90 days.

ARTICLE 26 - LEGAL INDEMNIFICATION

- 26.01 (a) Subject to the other provisions of this Article, a member charged with but not found guilty of a criminal or statutory offence, because of acts done in the attempted performance in good faith of their duties as a member of the Service, shall be indemnified for the necessary and reasonable legal costs incurred by the member during the investigation of the incident that resulted in those charges being laid and for the necessary and reasonable legal costs incurred by the member in the defence of such charges.
- (b) Subject to the other provisions of this Article, a member who is not charged with a criminal or statutory offence but who has been the subject of a criminal investigation because of acts done in the attempted performance in good faith of their duties as a member of the Service shall be indemnified for the necessary and reasonable legal costs incurred by the member during that investigation unless, arising from or as a result of such investigation, the member is, after the completion of any grievance and arbitration process

that may be initiated, disciplined in which event the member shall not be eligible for indemnification hereunder.

- (c) Paragraph (b) hereof also applies to members who, although not the subject of a criminal investigation, have incurred legal costs for any interview during the course of an investigation by SIU. It is understood that the legal costs of one counsel for each member identified as a Subject Official will be indemnified. For Witness Officials, the legal costs of one counsel shall be indemnified. Furthermore, if there are:

- (i) more than eight Witness Officials, or
- (ii) interviews are being conducted concurrently at multiple locations

the legal costs of up to two additional counsel shall be indemnified.

26.02 Notwithstanding paragraphs 26.01 (a), (b) and (c), the Board may refuse payment otherwise authorized under paragraphs 26.01 (a), (b) or (c) where the actions of the member from which the charges or investigation arose amounted to a gross dereliction of duty or deliberate abuse of their powers as a member of the Service.

26.03 When a member is a defendant in a civil action for damages or a respondent in a complaint made to the HRTO, because of acts done during their tour of duty in the attempted performance in good faith of their duties as a member of the Service, they shall be indemnified for the necessary and reasonable legal costs incurred in the defence of such an action in the following circumstances only:

- (a) Where neither the Chief of Police nor the Board is joined in the action as a party pursuant to s. 47 of the *Community Safety and Policing Act, 2019*, and neither the Chief of Police nor the Board defends the action on behalf of themselves and of the member as joint tortfeasors at the Board's sole expense.
- (b) Where the Chief of Police and/or the Board are joined as a party or elect(s) to defend the action, but the solicitor retained on behalf of the Chief of Police and/or the Board and the member is of the view that it would be improper for them to act for both the Chief of Police and/or the Board and the member in that action.
- (c) Where the Board's or the City of Toronto's insurer denies legal representation based upon any exclusion(s) in the applicable insurance contracts.

26.04 A member whose conduct is called into question in the course of an inquiry under the *Coroners Act* because of acts done in the attempted performance in good faith of their duties as a member of the Service shall be indemnified for the necessary

and reasonable legal costs incurred in representing their interests in any such inquest or hearing in the following circumstances only:

- (a) Where the Chief of Police and/or the Board does not provide counsel to represent the member at the inquest or hearing at the Board's expense; or
 - (b) Where the counsel provided by the Chief of Police or the Board to represent either or both of them along with the member is of the opinion that it would be improper for them to act for both the Chief of Police or the Board and the member in that action.
- 26.05 (a) Where a member intends to apply to the Board for indemnification hereunder, the member shall, within 30 days of being charged or receiving notice of other legal proceedings covered herein, or receiving notice that they will not be represented by counsel retained by the Chief of Police and/or the Board, apply in writing to the Chief of Police or to the officer designated by the Chief of Police to deal with such applications for approval to retain counsel and approval of the counsel to be so retained. In the event of any dispute concerning the counsel to be retained, the matter shall be resolved by an officer designated by the Chief and a member of the Association Executive designated for that purpose.
- (b) When a member advises their Unit Commander, in accordance with the Regulations of the Service, that they have been charged, or have received notice of other proceedings, the Unit Commander will advise the member in writing of the requirement to apply for indemnification within 30 days.
- 26.06 Where the Chief of Police, pursuant to Board policy, elects to provide legal counsel to defend a member in any legal proceeding covered by this provision, the cost of such counsel is the Board's responsibility irrespective of the outcome of the proceedings and neither the member nor the Board may rely upon the other provisions of this policy.
- 26.07 The Board shall provide legal counsel to represent the member in respect of any attempt during a legal proceeding, where the member is a witness because of actions of the member in the attempted performance in good faith of the member's duties with the Toronto Police Service, to obtain access to the personnel or other records of the member maintained on a confidential and restricted basis by the Toronto Police Service provided that adequate notice of the attempted access is given by the member in accordance with Service procedures and provided that the person designated by the Chief to appoint or designate such legal counsel is satisfied that, unless legal representation is provided, access to such personnel record may be ordered by the Court or other tribunal.
- 26.08 For greater certainty, members shall not be indemnified for legal costs arising from:

- (a) grievances or complaints under the Collective Agreement between the Board and the Association or under the *Community Safety and Policing Act, 2019*;
- (b) the actions or omissions of members acting in their capacity as private citizens;
- (c) discipline charges under the *Community Safety and Policing Act, 2019* and regulations thereunder.

26.09 For the purpose of Article 26.01, a member

- (a) shall be deemed to have been "not found guilty" where they are finally acquitted, where the charges are withdrawn or where they are discharged following a preliminary inquiry; and
- (b) shall be deemed to have been "found guilty" where the member is given an absolute or conditional discharge or where, if as a result of charges laid, they are subsequently found guilty of, or plead guilty to, other charges arising out of the same incident or incidents.

26.10 For the purpose of this provision, "necessary and reasonable legal costs" shall be based on the account rendered by the solicitor performing the work, subject initially to the approval of the City of Toronto Solicitor and, if there is a dispute between the solicitor doing the work and the City of Toronto Solicitor, the matter will be resolved by the referral of the issues to an independent lawyer agreed upon by the Parties ("the "Assessor"). If the Parties are unable to agree on an Assessor, they will request Mr. William Kaplan to appoint one.

26.11 For the purpose of this Article, a reference to any Act shall be deemed to include any Act that in the future is enacted in place of the Act referred to in this Article.

26.12 For the purposes of this Article:

- (a) the necessary and reasonable legal costs incurred by a member for which provision of legal indemnification is made shall be deemed to have been incurred by the member themselves notwithstanding that the member pay may have received financial assistance in respect thereof from the Association;
- (b) a member shall include a former member where the charges arose out of a situation that occurred while the former member was still an active member of the Service; and
- (c) The hourly rates matrix, as set out in Schedule C, shall be applied in the administration of legal indemnification.

ARTICLE 27 - CLEANING ALLOWANCE

27.01 Each member (with the exemption of Communication Operators and those in positions which are not required to wear uniforms on a daily basis) shall be provided with one payment every six months of one hundred and fifty dollars (\$150.00). These payments shall be made on the pay period including January 31 and July 31 of each year and will be prorated for employees who were not actively at work for in excess of one month in any six month period.

ARTICLE 28 – TERM AND COLLECTIVE BARGAINING

- 28.01 (a) The Parties agree that the process set out below shall constitute the means by which agreements are hereafter reached under ss. 223, 224 and 225 of the *Community Safety and Policing Act, 2019*. The Parties further agree not to invoke the conciliation and arbitration procedures provided for under ss. 226, 227 and 232 of the *Community Safety and Policing Act, 2019*.
- (b) A Collective Agreement or award hereunder shall be for a term of one year from the date on which the existing Collective Agreement expires, unless the Parties otherwise agree.
- (c) For greater clarity, "days", as used herein, means calendar days.
- 28.02 The terms and conditions herein contained shall remain in full force and effect for the period extending from January 1, 2025, until December 31, 2029, and thereafter, until replaced by a new collective agreement, decision or award. Either party may give notice to the other party at any time after 90 days before December 31, 2029 that it desires to bargain for a new collective agreement or amendments to the existing collective agreement. Within 15 days from the service of such notice, each party shall provide to the other party a list of the changes to the collective agreement it desires.
- 28.03 (a) Following the giving of notice under s. 224 of the *Community Safety and Policing Act, 2019*, either party may refer outstanding issues to mediation by notice to the other party requesting agreement to a mediator.
- (b) The procedure for appointing the mediator shall be as follows:
- (i) If the Parties are unable to agree upon a Mediator within five days from the date of the referral to mediation, the appointment shall be made within a further seven days by a Selector, agreed upon by both Parties;
 - (ii) If the Parties fail to agree upon a Selector and/or the Selector fails to appoint a mediator within the aforesaid seven days, the Parties agree

that the Chief Justice of Ontario or, in their absence, the Associate Chief Justice of Ontario, shall be asked to make the appointment upon the application of either party.

- (c) Within seven days after the appointment of the Mediator, each party shall give written notice to the Mediator and to the other party, setting out the matters that the Parties have agreed upon for inclusion in an agreement, the outstanding issues, and the positions of the Parties with respect to each outstanding issue.
 - (d) The Mediator shall meet with the Parties and endeavour to effect an agreement on the outstanding issues. The fees and expenses of the Mediator and the Selector shall be borne equally by the Parties.
 - (e) The discussions and positions taken by the Parties during negotiations and mediation shall be without prejudice to the proceedings before and shall not be revealed to the Dispute Resolution Board.
- 28.04 (a) Failing agreement within 35 days following appointment of the Mediator, or such longer period as the Parties agree to, or upon the Mediator advising the Parties in writing that an impasse exists, whichever occurs first, all outstanding issues may be referred by either party on notice to the other to a Dispute Resolution Board. The Dispute Resolution Board shall be composed of three members, one member selected by each of the Parties, and the third member who shall be the chairperson.
- (b) The procedure for appointing the Dispute Resolution Board shall be as follows:
 - (i) the party referring the outstanding issues to the Dispute Resolution Board shall, in its notice of referral, advise the other party of the name of its nominee to the Dispute Resolution Board;
 - (ii) the recipient of the notice shall appoint its nominee to the Dispute Resolution Board within five days of being notified by the other party of the name of its nominee;
 - (iii) if a party fails to appoint a nominee, or a nominee is unwilling or unable to act, or if the two nominees fail to agree upon a chairperson within 15 days from the naming of the nominee referred to in (ii) above, or the chairperson is unable or unwilling to act, the appointment of a nominee or a chairperson shall be made within seven days by a Selector agreed upon by both Parties;
 - (iv) if the Parties fail to agree upon a Selector and/or the Selector fails to appoint a nominee or a chairperson within the said seven days, the

Parties agree that the Chief Justice of Ontario or, in their absence, the Associate Chief Justice of Ontario shall be asked to make the appointment upon the application of either party.

- (c) The Mediator shall not be eligible to serve as a member or chairperson of the Dispute Resolution Board unless the Parties agree.

It is understood that nominees for the Parties may include counsel for the Parties, but not officers or employees of either party, nor members of the Toronto Police Service Board.

- (d) Before preparing an award, the Dispute Resolution Board shall commence a hearing within 30 days after the appointment of the chairperson, or such longer period as the Parties may agree upon. The Dispute Resolution Board shall determine its own procedure, but shall allow each party an opportunity to present evidence and make representations. The award of the Dispute Resolution Board shall be issued to the Parties within 60 days after commencement of the proceedings before the Board.
- (e) The decision of the majority of the Dispute Resolution Board shall be the decision of the Board. In the absence of a majority, the decision of the chairperson shall be the decision of the Board. The fees and expenses of the chairperson of the Dispute Resolution Board shall be borne equally by the Parties.

28.05 Within seven days following an award hereunder, the Parties shall incorporate the matters agreed upon and the terms of the award in a Collective Agreement, failing which the existing Collective Agreement, as amended by the matters agreed upon and the terms of the award, shall be deemed to constitute the Collective Agreement between the Parties. The said Collective Agreement shall constitute the Collective Agreement of the Parties for the purposes of s.224 of the *Community Safety and Policing Act, 2019*.

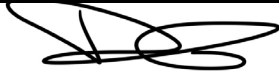
Executed at Toronto this 20th day of November 2025.

TORONTO POLICE
ASSOCIATION

C Campbell

B. Coe









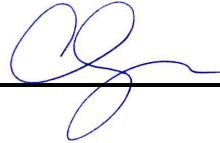




Kim Coe

TORONTO POLICE
SERVICE BOARD





MEMORANDA OF UNDERSTANDING

1. ASSOCIATION/BOARD COMMITTEE

To resolve any problems or differences, including any alleged change in established working conditions not covered by the Collective Agreement, other than matters in negotiations or before standing committees which may arise and to consider and make suggestions or recommendations for their solution to the respective Parties, the Parties shall establish a joint committee comprised of two appointees representing the Association, at least one of whom shall be a seconded member, and two representing the Board, at least one of whom shall be a member of the Board, to meet to discuss matters of mutual concern. Seven days prior to such meeting, the representatives of the Board and the Association shall advise each other in writing of the matters which they wish to place on the agenda for discussion. Time spent by appointees in attendance at such meetings shall not result in loss of regular pay.

The Board will give the Association 30 days' notice of any changes the Board intends to make to working conditions, where the Board is aware of such conditions.

2. ASSOCIATION REPRESENTATION

The Board has no objection to an Association representative on full-time leave of absence under Article 18.04 from entering Service premises in connection with their duties as an Association representative provided the Association representative obtains permission from the appropriate Unit Commander or designate before entering Service premises and will similarly report when leaving. Such permission shall not be withheld unreasonably. It is understood the visits may either be pre-planned or spur of the moment. In the former case, permission should be arranged in advance. Such representative may meet with the member during lunch hours or break periods at a location designated by the Unit Commander or their designate. The Association and the Board shall cooperate with each other in ensuring that these visits do not adversely affect the Department's operations.

3. OMERS SUPPLEMENTAL OPTIONAL SERVICE

On the condition that "past service" can be treated as "credited service" under OMERS and that there is no cost whatsoever to the Board or Municipality in the member purchasing such past service, the Board agrees to endeavour to obtain from OMERS as soon as possible for members applying pursuant to the procedures and time limits established by OMERS and/or the Board, OMERS Supplemental Optional Service coverage for a member's past service. Past service means "optional service" as defined in the *OMERS Act* including "war service" as also defined in the Act.

4. 85 FACTOR

If City of Toronto Council approves for TPP members an early retirement option on the Factor 85 basis without pension reduction, the Board will implement on the same basis and date(s) as the City of Toronto.

5. REVISED SHIFT SCHEDULE - COMPRESSED WORK WEEK

The Parties shall continue the Joint Committee to inquire into revisions to shift schedules to minimize or eliminate short shift changeovers and to improve flexibility in the deployment of personnel provided the efficiency of the operations is maintained.

Either party may require that an external person act as chairperson of the Committee, the costs to be shared equally between the Parties. In the event the Parties cannot agree on the person to be appointed, they will request Mr. Wiliam Kaplan, to make the selection.

The Parties agree to renew and update existing MOUs pertaining to Compressed Work Week and Revised Shift Schedules to include civilian and specialized unit pilot shift accords currently in operation.

6. REVISED SHIFT SCHEDULES

The following Accords on Revised Shift Schedules, including all written amendments thereto made in accordance with such Accords or by the Parties hereto, heretofore or hereafter agreed upon, are binding upon the Toronto Police Service Board and the Toronto Police Association:

- (1) Accord on Revised Shift Schedule for Communications Operators;
- (2) Accord on Compressed Work Week Civilian Station Duty Personnel; and
- (3) Accords on Revised Shift Schedule for Parking Enforcement Officers in 11, 12, 13, 54 and 55 Divisions.

7. MEDICAL INSURANCE

The following benefit changes will be implemented:

- (a) Effective January 1, 2024, increase annual cap in Psychological benefit coverage from \$5,000.00 to \$10,000.00 for members and their dependents.
- (b) Effective January 1, 2024, six-month waiting period removed for benefits.

- (c) Effective December 16, 2024, prescription sunglasses added under vision care.
- (d) Remove obligation for doctors' referral/note for reimbursement of Psychological or Family Counselling (consistent with existing agreement between the Parties).
- (e) Increase vision care benefit cap from \$450.00 of coverage every 24 consecutive months to:

Effective January 1, 2025	-	\$500.00
Effective January 1, 2026	-	\$550.00
Effective January 1, 2027	-	\$600.00
Effective January 1, 2028	-	\$650.00
Effective January 1, 2029	-	\$700.00

Effective January 1, 2025, coverage increase for an eye exam from \$80.00 to \$150.00 of coverage every 24 months.

- (f) Effective January 1, 2025, eliminate the per visit cap, which will be subject to the plan text, for Massage Therapy and increase the annual cap from \$750.00 per year of coverage to:

Effective January 1, 2026	-	\$1,000.00
Effective January 1, 2028	-	\$1,250.00

- (g) Effective January 1, 2025, increase the annual maximum coverage for physiotherapy from \$4,000.00 to \$4,500.00 total per year.
- (h) Effective January 1, 2026, introduce a Health Care Spending Account of \$250.00 total per year for active members, with an increase to the total annual amount as follows:

Effective January 1, 2027	-	\$500.00 total per year
Effective January 1, 2028	-	\$750.00 total per year
Effective January 1, 2029	-	\$1,000.00 total per year

- (i) Post Retirement Benefits (Medi-Pak)

A member who retires on or after January 1, 2028, will have Medi-Pak benefits coverage continue until age 75 (uniform Article 21.04, civilian Articles 15.04 and equivalents).

A member who retires on or after January 1, 2028, will not be eligible for the retiree Health Care Spending Account (uniform Article 21.05 and civilian Articles 15.05 and equivalents).

8. **CIVILIAN STATION DUTY PERSONNEL**

- (i) The Board and the Association agree that the following Memorandum of Understanding appearing in the Unit "A" Collective Agreement shall apply to Civilian Station Duty personnel.

The Board and the Association agree that positions covered by the Unit "A" Collective Agreement on which work is regularly performed on a Day Shift and Afternoon Shift on a rotating basis shall be 40 - hour work week positions.

It is also agreed that if a Day/Afternoon Rotating Shift is reassigned to a 35 - hour work week position, the Association will be advised prior to the reassignment of any member.

The Parties acknowledge that as a result of this change, a redeployment of surplus personnel which may develop in some units may be necessary; however, no members will be laid off as a result of this change.

The Parties further agree that all of those positions in Unit "A" which are currently performed solely on the day shift will be 35 - hour work week positions.

Members who currently occupy 40 - hour work week positions for work performed solely on the day shift may, at their option, continue to work a 40 - hour work week as long as they occupy such positions.

In the event that there is a proposal to change a day shift worker(s) from Monday - Friday to some other schedule, the proposal will be referred to the Association/Board Committee.

- (ii) Station Duty personnel not assigned to the CWW shall be covered by the provisions of the Unit "A" Collective Agreement respecting the normal work week (Unit A, Article 5.01), lunch period (Unit "A", Article 7.03), rest periods (Unit "A", Article 7.04), and sick pay (Unit "A", Article 10.10), and the equivalent provisions, if any, of the Unit "C" Collective Agreement shall not apply.

The subject of promotion includes transfers and reclassifications in the nature of promotions.

9. **PART-TIME MEMBERS**

- (a) A Committee to be established comprising two representatives of the Association and two representatives of the Board to study the implementation of part-time work schedules and the terms and conditions of members assigned to such work schedules in the following unit:
Communications Bureau
- (b) The object of the Committee's study is to consider, and if deemed advisable to reach agreement on, the implementation of such schedules and terms and conditions of employment.
- (c) Either party may require that an external person act as Chairperson of the Committee, the cost to be shared equally by the Parties. In the event the Parties cannot agree on the person to be appointed, they will request Mr. William Kaplan, to make the selection.

10. **LEAVE OF ABSENCE - POLICE ASSOCIATION OF ONTARIO**

The Board shall provide for a leave of absence with pay for a total of 10 duly elected delegates from the Association to attend the Annual Conference of the Police Association of Ontario (10 delegates in total under all Collective Agreements).

11. **CADET PENSION**

In respect of a member classified under Unit "C" as a Cadet (on the assumption, but not with the assurance, that a cadet will become a police officer covered by the Uniform Collective Agreement), the Board and such member shall in respect to the member's current service contribute to OMERS on the basis that the normal retirement age of the member is 60 and with the right under OMERS Type 3 Supplemental to retire without actuarial reduction of their pension after 30 years of service.

12. **BENEFITS - SURVIVING SPOUSE/DEPENDENTS**

The Parties agree that participation in Service Benefits Plans (Semi-Private, Dental and Major Medical) shall be available for surviving spouses and dependents as follows:

- (a) If a member is killed in the performance of the member's duty, the member's surviving spouse, common law spouse, or surviving same sex partner ("the survivor") shall be entitled to Semi-Private, Dental and Major Medical coverage until the survivor reaches the age of 65. The member's dependents shall be entitled to benefits until they reach the age of 21, unless they qualify for coverage as "over-age dependents."

- (b) If a member dies of natural causes/non-work-related accident, the survivor shall be eligible for the above noted benefits for one year from the date of such death, unless the member's dependents have not yet reached the age of 21 years, in which case the survivor shall be eligible for the above noted benefits for so long as the dependents remain eligible.
- (c) To the extent that the survivor or the dependents become entitled to benefits from any other source ("the other benefit plan"), the survivor shall submit their claim to the other benefit plan first and then, if necessary, make a claim under the Service plan for any outstanding claims. The obligation of the Service shall be to provide benefits such that the entitlement of the survivor and the dependents is not less than it would have been under the Service Plan in respect of all benefits covered by the Service Plan. For clarity, the Service remains fully responsible where the survivor or dependents have no coverage under another benefit plan.

13. STANDBY PAY

The Parties agree that when a member is on standby, they will receive \$3.00 per hour for all of the hours on standby, with the exception that if the member is called back to duty, they will not receive the standby pay during the hours that callback (overtime) rates are paid. For purposes of clarity, if a member is placed on standby at 4:00 p.m. until 7:00 a.m., and is called back at 9:00 p.m., they will receive \$3.00 per hour from 7:00 p.m. until 9:00 p.m., and from 9:00 p.m. until midnight they will receive callback pay, if the minimum provision is paid. Then the member, if required to remain on standby, will be paid standby pay from midnight until 7:00 a.m. The payment, therefore, would be nine hours pay at \$3.00 per hour, and three hours pay at time and one half the member's rate for the period of time involved. Obviously, if a callback requires the member to remain on duty beyond the three hours minimum payment, then the standby pay will only resume on the conclusion of the callback.

14. ASSOCIATION'S ACCESS TO THE BOARD'S INTRANET SITE

- (1) The Service will work with the Association to provide one intranet access terminal at the Association's Headquarters. All costs associated with the installation and operation of the terminal will be paid by the Association. The terminal will only be accessible and accessed by the Association Directors and Association's in-house legal counsel on an individual password basis. The timing for this installation will depend on security, access and technology issues being resolved to the satisfaction of the Board.
- (2) The Association may only use the Service's e-mail system in order to send messages to their members for the purpose of advising members to view the Association's website. These e-mail messages will not contain any text in the body of the message. The subject line for each e-mail shall be:

“Please view the Association’s website for information”, with no other text included therein.

15. MEMBERSHIP COMMUNICATIONS

- (1) The Chief and the Board jointly and severally agree that Association Executive members may conduct “platoon meetings” (i.e. meetings held at police facilities during training sessions), subject to the following conditions;
 - (a) The permission of the Unit Commander must first be obtained, provided such permission shall not be unreasonably withheld or withdrawn during the meeting;
 - (b) The platoon meeting shall be conducted in a professional fashion. Matters of disagreement between management and the Association may be discussed provided that Association representatives shall not attempt to undermine the ability of either the Chief or the Board to exercise their acknowledged functions under the collective agreements and *CSPA* or *PSA*;
 - (c) The Unit Commander may be present at any time during and throughout any platoon meeting and may, in their discretion, terminate the meeting provided that this power shall not be exercised unreasonably.
- (2) In addition to any representation rights specifically addressed in the collective agreements and subject to the exigencies of the Service the Parties jointly and severally agree that:
 - (a) The Association may conduct spur-of-the-moment meetings regarding matters referred to in Article 6 of the Uniform Collective Agreement, Article 17 of the Civilian Collective Agreement and SIU and internal investigations, with all members in police facilities, in accordance with the procedure set out in Memorandum of Understanding 3 – Association Representation, appended to the Civilian Collective Agreements; and
 - (b) Association stewards may continue the current practice of communicating with individual Association members regarding Association matters, as the Unit Commander may permit (provided that such permission shall not be unreasonably withheld or withdrawn), or as required by Article 6 of the Uniform Collective Agreement or Article 17 of the Civilian Collective Agreement.
- (3) The Parties jointly and severally agree that the Association may continue the practice of posting bulletins on Association bulletin boards or

Association digital message boards located in police facilities subject to the following:

- (a) All such communications shall be authorized in advance by the Association President;
 - (b) Such postings may deal with matters of disagreement between management and the Association. They shall be professional in their content and shall not undermine the ability of either the Chief or the Board to exercise their acknowledged functions under the collective agreements and *CSPA* or *PSA*, as applicable.
- (4) The Parties jointly and severally agree that the Association may continue the practice of using the police internal mail system to send and receive professionally worded communications without charge.
- (5) The Parties jointly and severally agree that communications by management to Association members shall be framed and delivered in a professional manner.
- (6) This Memorandum is entirely without prejudice to,
- (a) any rights the Association or its Executive may have concerning communications to its members outside the workplace; and
 - (b) any position the Board or the Chief may take in future proceedings regarding their respective roles and areas of statutory jurisdiction.
- (7) (a) Where the Chief, the Board, the Association or the Association Executive believes that a provision of this Memorandum has been violated, it shall notify the other Parties concerned by email forthwith. Failing immediate resolution by the Parties a complaint may be initiated by notifying the Parties involved and the Arbitrator by email. The Notice of Complaint shall include a written submission (maximum 1,000 words) setting out the reason why it is believed that the Memorandum has been violated. Affected Parties shall have until the end of the next following business day to provide a written response (maximum 1,000 words) to the complaining party and to the Arbitrator. The complaining party may deliver a reply (maximum 500 words) in the same fashion before the end of the next following business day.
- (b) After receiving the representations of the Parties in accordance with the foregoing procedure, the Arbitrator, in their discretion, may convene a meeting of the Parties (which may be by conference or video call). Following such meeting (or following receipt of the

Parties' written submissions, if the Arbitrator decides that no meeting is necessary) a decision will be issued promptly directing what actions, if any should be taken with respect to the alleged breach. The Arbitrator may issue such further directions to the Parties and may award such compensation or such other relief as in their discretion they deem appropriate.

- (c) The Parties shall endeavour to agree to jointly appoint one person as an Arbitrator to hear any such complaint. If the Parties fail to agree to an Arbitrator, the Arbitrator shall be William Kaplan. If William Kaplan is unable or unwilling to deal with the matter, he shall assign an Arbitrator to hear the matter
- (d) The fees and disbursements of the Arbitrator shall be shared equally by the Parties to the Agreement.
- (e) Written communications under these procedures shall be given in writing to the President of the Association, the Chief, the Executive Director of the Board, and the Manager of Labour Relations.

16. LEGAL INDEMNIFICATION – CIVIL ACTIONS

- (1) If a civil suit is commenced against a member(s) and the Board is informed that the legal representation has been denied, the Board will request additional information from the Service. The Board will provide this information to the City of Toronto for re-consideration of the issue of legal representation.
- (2) If the claim is still denied, the Board will determine whether, in its opinion, it appears unlikely that clause 26.03 will apply upon the conclusion of the litigation [i.e. whether the acts allegedly done which constitute the basis for the lawsuit were done, or not done, in the attempted performance in good faith of the member(s') duty as a police officer].
- (3) The Board will not conclude that 26.03 is unlikely to apply based solely on the allegations contained in the plaintiff(s') statement of claim unless clause 26.07 applies.
- (4) If, however, the Board after the commencement of the lawsuit is unable to form the opinion that 26.03 is unlikely to apply upon the conclusion of the litigation, then the member shall either:
 - (a) be provided with legal representation by the Board; or
 - (b) be indemnified for the necessary and reasonable legal costs incurred in defence of the action to the date specified below in this clause;

until the earlier of the date when,

- (i) the Board is able to form an opinion that 26.03 is unlikely to apply; or
- (ii) the determination described in paragraph 6 occurs;

but, if neither (i) or (ii) occurs, until the conclusion of the litigation.

- (5) When the Board is awaiting information from the Toronto Police Service so that it can make its determination under paragraph 4, legal counsel will be provided by the Board so that any statement of defence required to be filed by a member whose on-duty actions have given rise to the lawsuit, may be filed in a timely manner.
- (6) (a) When coverage under 4(a) or 4(b) is provided, the following shall apply where a member is a defendant in a civil action and, arising out of the same set of circumstances, the member is also an accused in concurrent criminal proceedings or is charged under the *Community Safety and Policing Act, 2019*, with misconduct;
 - (i) where the Board has provided the member with counsel under 4(a) above, the Board's obligation to provide counsel in the civil action shall cease upon the date on which either a finding of guilt is registered against the officer in the criminal proceedings or a determination of misconduct has been made in respect of the officer under the *Community Safety and Policing Act, 2019*.
 - (ii) where the Board in lieu of providing the member with counsel has undertaken to indemnify the member for their reasonable and necessary legal costs incurred by the member in the defence of a civil action, the Board's obligation to indemnify the member in respect of the member's costs in the civil action shall extend only to such costs incurred up to the date on which either a finding of guilt is made against the member or a determination of misconduct has been made in respect of the member under the *Community Safety and Policing Act, 2019*.
- (b) If the finding of guilt or finding or misconduct referred to in sub-clause 6 (a) occurs, the Board may extend the benefits of sub-clause 4 (a) or 4 (b) until such time as it considers appropriate and warranted and shall extend the benefits of the sub-clause 4(a) or 4(b) where the Board is of the opinion that the member was acting in good faith

performance of their duty, notwithstanding the finding of guilt or finding of misconduct.

- (7) Where there is an ongoing criminal investigation and the information regarding the investigation cannot or should not be released by the Service, the Chief or the Chief's designate will make a recommendation to the Board.
- (8) Where the Board has decided not to provide legal counsel or indemnify the member pursuant to paragraph 4 of this Process and where requested by the Association no later than 15 working days after the Association is informed of the Board's decision, the Board decision shall be reviewed by the Reviewer who will determine whether the Board's decision is in conformity with this Process and whether, based on the information available, the decision is reasonable. The Reviewer shall have access to all the information made available to the Board and shall consult with the person(s) designated by the Board to represent it. The Association shall also have the right to consult with and provide information to the Reviewer. The Reviewer, while under no obligation to do so, may request either party to comment on information made available to the Reviewer by the other party. The Reviewer's decision shall be in writing without reasons and shall be deemed to be the Board's decision pursuant to paragraph 4 of this Process. The Reviewer's decision is final and binding on the Parties.
- (9) The Process shall not alter the legal rights and responsibilities of the Parties under Article 26.
- (10) This Process shall be applicable to civil litigation currently before the Courts where no trial has yet occurred nor settlement reached and to civil litigation arising hereafter.
- (11) It is the Parties' intention that the Reviewer be a retired judge. If the Parties cannot agree on a Reviewer, William Kaplan shall be requested to name the Reviewer.

17. COLLECTIVE AGREEMENT COMMITTEE

The Parties shall continue the committee to redraft and simplify the collective agreements. The Committee shall report to the Parties upon completion of the project.

18. LEGAL INDEMNIFICATION

The Parties will meet and discuss the definition and the assessment of what are "necessary and reasonable legal costs" in 26.10 with the aim of providing appropriate direction to both the City Solicitor and legal counsel around expectations of legal efficiency.

In negotiations for the 2025 – 2029 Collective Agreement, the Parties agreed to review and update Article 26 as well as MOU 18 and 19 and Board Policy 18 to make necessary amendments arising from the coming into force of the *Community Safety and Policing Act, 2019*.

19. ACCESS TO REPORT OF INVESTIGATION

Where an internal investigation has been completed resulting in a Report of Investigation and discipline, and where the discipline is being grieved, at the request of the Association, the Board will provide the Report of investigation to Counsel for the Association who may, without distributing copies, share the report and its content with the grievor and internally at the Association for the purposes of discussing and reviewing the disciplinary response.

In negotiations for the 2024 renewal Collective Agreement the Parties discussed access to complete Reports of Investigation following the conclusion of a workplace and/or conduct investigation. The Parties have agreed to a pilot process during the life of this Collective Agreement where the Service will provide the Report of Investigation under seal where requested to do so by either a Complainant or a Respondent through the Association and for the express purposes of assessing a potential grievance.

The Report of Investigation, which may be redacted where appropriate, will be provided to the assigned Association Director electronically in a password protected format and it is agreed that it only be distributed to any necessary members of the Association Board of Directors and staff who are actively involved in the matter (which may include the Association's in-house or external counsel, as long as they agree to the same terms set out herein), and will not be distributed to the Complainant or Respondent. The Complainant and/or Respondent may request through the Association to attend and read the Report of Investigation at a Service facility in the presence of an Association representative.

20. CIVILIAN JOB EVALUATION PLAN/PROCESS TO BE REFERRED TO 3RD PARTY FACILITATOR AGREED UPON BY THE PARTIES

The Parties agree to establish a Joint Committee no later than March 29, 2019 to engage in a review of the existing Job Evaluation Plan/Process ("The Plan") and to consider alternate models. The Joint Committee will be supported in its review by the services of the job evaluation consultants currently used by the Job Review Committee (or such other consultants as are selected by the Board following consultation with the Association).

Failing resolution by December 31, 2020 (or such other date as may be agreed upon by the Parties) either party may refer the matter to mediation and interest arbitration before William Kaplan (the "Arbitrator"). The cost of the Arbitrator will be

shared equally by both Parties. Prior to commencing the arbitration, each of the Parties shall provide to the other a full plan and process for transition which they could accept and, in making a final and binding determination of the design of the plan and process, the Arbitrator will not have the authority to modify those elements to which the Parties have already agreed.

The Plan will contain the following elements as captured throughout Articles 3.03 to 3.08 of the collective agreements:

- (a) It will incorporate a gender-neutral comparison system;
- (b) It will assess and compare existing job classifications, based upon the established measures of Skill, Effort, Responsibilities and Working Conditions;
- (c) It will incorporate a process through which new job classifications established by the Board will be evaluated in order to determine their applicable wage grade;
- (d) It will incorporate a process to determine whether a changed job classification should move to a new wage grade in order to ensure internal equity;
- (e) It will incorporate a process through which disputes regarding new and changed job classifications will be resolved;
- (f) In the event that an interest arbitrator's award as considered by the dispute resolution process of this MOU amends the wage grade of any position, it will do so based on a go-forward basis and without retroactive application;
- (g) It will provide transitional wage protection for employees of the bargaining unit who will be protected from loss of income (red-circled) in the event that it is determined that the wage grade for the position that the employee holds is to be reduced, unless otherwise mutually agreed by the Parties.

The Parties agree that until such time as the Job Evaluation plan as set out above has been completed, the Parties will continue to operate in accordance with the language as set out in Articles 3.03 (a) and (b) of the Collective Agreement.

21. BENEFITS ADMINISTRATION & MONITORING COMMITTEE

A Joint Benefits Committee shall be established consisting of up to two representatives from each of the Association and the Board. This Committee shall be jointly chaired with alternating responsibility.

The objective of the Committee will be to address issues of concern arising out of

the administration of the benefit plan including the review of any special circumstances where employees incur extraordinary expenses within the parameters of the plan. Where the Committee considers it appropriate it may make joint recommendations regarding the plan to the Board so as to ensure that it meets the needs of the Association and the Board.

22. PILOT PART TIME RETIREES

In negotiations for the renewal of the 2019 – 2023 Collective Agreement the Association and the Board discussed a pilot project that would have retired members return and act as agents in support of Primary Report Intake, Management and Entry (PRIME), and Community Investigative Support (CISU)

The Association and the Board jointly agree that the following will be features of the pilot project:

- (a) the members employed as agents will be retired police officers;
- (b) these agents will be employed for a fixed period and will not have ongoing seniority or employment rights beyond the pilot project;
- (c) these agents will only perform PRIME and CISU functions;
- (d) these agents will work no more than 30 hours per week;
- (e) employment of these agents will be for a duration not to exceed the pilot project;
- (f) the Board will employ no more than 186 part-time retirees and
- (g) the employment of agents under the pilot project will not result in any reduction of the full-time complement

Within 30 days of ratification the Association and the Board jointly agree to work together to determine the terms and conditions of employment that will apply to retirees. However, the Parties agree that for the duration of the pilot, part-time retirees will not be covered by the collective agreement.

The Parties agree that, absent further agreement of the Parties, the pilot will conclude no later than 18 months following June 1, 2019. Within 6 months prior to the conclusion of the pilot, the Board will meet with the Association to discuss and assess the results of the pilot including how the workload of the PRU Officers was impacted. If the Parties agree to continue the pilot, these positions will be included within an Association bargaining unit, on such terms as the Parties agree.

23. **SICK LEAVE AND DISABILITY PLANS JOINT COMMITTEE**

The Parties agree to establish a Joint Committee no later than sixty (60) days after Arbitrator Mark Wright's interest arbitration award to engage in a review of the existing sick leave and disability plans and to discuss a new plan design. The joint committee will be jointly co-chaired by one designate of the Association and one designate of the Board.

Failing resolution by December 31, 2025 (or such other date as may be agreed upon by the Parties), either party may refer the matter to mediation and interest arbitration before William Kaplan (the "Arbitrator"). The cost of the Arbitrator will be shared equally by both Parties. The Parties agree that an arbitration will be conducted in an efficient and expeditious manner, including the use of briefs. The arbitrator shall conduct their own process with full consideration to their own principles of undertaking this process.

The Joint Committee will discuss any issues related to plan design and administration of sick leave/disability management including the following topics:

- (1) A sick leave and disability plan design with 3 separate and distinct components:
 - (i) Sick Leave, including dependent sick leave;
 - (ii) Short Term Disability benefits;
 - (iii) Central Sick Leave Bank benefits or Long Term Disability benefits;
- (2) The role of the Medical Advisor and the standards by which fitness for duty is assessed in accordance with generally recognized principles of Occupational Medicine;
- (3) The requirements for medical documentation for substantiation of absences;
- (4) Improving disability duration and controls and providing active and consistent support for all absences;
- (5) Alignment to the Parties' values, including supporting attendance and early and safe returns to work, providing proactive member support and early intervention, income protection, and supporting overall member wellbeing;
- (6) The salary rates of members accommodated outside of their home positions;
- (7) Consideration for the elimination of the 12x attendance management program to be replaced with modernized attendance support for all members, uniform and civilian;

- (8) The jurisdiction of a rights arbitrator for any disputes under an amended plan;
- (9) Transition provisions from the current Sick Leave program to any new sick leave and disability plan including the preservation of existing sick pay and sick pay gratuity entitlements of existing members; and
- (10) In completing its work, the committee can also make a recommendation to maintain or not to change or modify any of the current sick leave/CSLB programs, in whole or in part.

The Parties agree that until such time as the sick leave and disability plan design work as set out above has been completed, the Parties will continue to operate in accordance with the existing language as set out in Article 15 and 16 of the Collective Agreement.

24. WSIB ADMINISTRATION AND NET PAY TOP-UP JOINT COMMITTEE

In order to ensure that a member in receipt of WSIB benefits receives such further amount from the Board (the “top-up amount”) so as to approximate but not exceed the net pay such member would otherwise have received had they not been absent, the following changes to WSIB administration and net pay top-up practices for WSIB claims will be implemented:

- (1) Commencing on January 1, 2026, for any new or existing WSIB claim, income tax and payroll deductions will be administered for WSIB benefits and any top-up amount in a manner consistent with CRA guidance for Workers’ Compensation Claims, and the calculation of any top-up amount will account for WSIB benefits being non-taxable;
- (2) Commencing on January 1, 2026, for any WSIB claim made on or after that date, no member shall be entitled to receive any top-up amount from the Board after they have attained the tenure and age that entitles them to an OMERS unreduced pension; and
- (3) Commencing on August 1, 2026, for any WSIB claim made on or before December 31, 2025, no member shall be entitled to receive any top-up amount from the Board after they have attained the tenure and age that entitles them to an OMERS unreduced pension.

The Parties agree to establish a Joint Committee no later than 30 days after the date of this Memorandum of Understanding to review and discuss implementation details of the above-noted changes, as well as necessary amendment to the collective agreements, which shall be included in the next collective agreements.

25. PROMOTION, TRANSFER AND RECLASSIFICATION

Members who are promoted, transferred or reclassified from a 35-hour week position to a 40-hour week position or from a 40-hour week position to a 35-hour week position shall retain the accrued number of hours in their vacation, sick, and lieu time banks upon promotion, transfer or reclassification.

26. REMOTE WORK

The Parties agree to consult and discuss any material changes to the current remote work/telecommuting procedures should any be considered by the Board.

27. COMMUNICATIONS SERVICES UNIT ENGAGEMENT COMMITTEE

Upon ratification, the Parties agree that the Association will be integrated into the ongoing member engagement project and associated committee work currently underway at the Communication Services unit.

28. TRAFFIC AGENT – JOB CLASSIFICATION

Should the Traffic Agent Program be transferred from the City of Toronto to the Toronto Police Service, the Parties agree to meet to develop and agree upon the creation of the Traffic Agent job, including the classification, hours of work, salary, and the process for filling the positions.

29. STANDBY PAY COMMITTEE

The Parties shall jointly inquire into the collective agreement and the operational necessity and circumstances for which a member is required to be on standby, taking into consideration the unit and/or location of work a member is assigned. The Parties under the scope of this committee have the authority to pilot a model of standby for a fixed duration, subject to mutual agreement, without prejudice to any position in the next round of bargaining.

30. ADMINISTRATIVE INFORMATION AND DATA SHARING

On September 5, 2025, a Memorandum of Agreement titled “Administrative Information and Data Sharing” was signed and executed by the Parties, which ensures that the data and information outlined and requested by either party will be shared within a reasonable amount of time upon request.

**31. PILOT PROJECT COURT SERVICES PRISONER TRANSPORTATION
CALLBACKS**

The Parties agree to a pilot project for one year whereby the following provision regarding the cancellation of callbacks for Court Services Prisoner Transportation will be piloted beginning on the date of this Memorandum is executed by the Parties.

Within 3 months prior to the conclusion of the pilot, the Parties agree to meet to discuss and evaluate the pilot.

32. OUTSTANDING ISSUES FROM 2025 BARGAINING

The Parties agree to continue to meet in good faith to continue dialogue on the following proposals/issues:

- (1) CSPA Regulations and any impact on investigations pertaining to Special Constables and other related matters.

For clarity, all other Board and Association non-monetary and monetary proposals are withdrawn on a without prejudice basis.

All housekeeping matters shall be put forward to the Collective Agreement Committee, and any unresolved housekeeping matters will be referred to Arbitrator William Kaplan.

If the Parties do not reach mutual agreement within six months of ratification of this Memorandum of Settlement, either party may at any point in the three months following refer one or more of these outstanding issues to mediation/arbitration before Arbitrator William Kaplan who will have all the powers of an interest arbitrator under the collective agreement save that he may not issue an award with any retroactive application or costs.

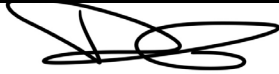
Executed at Toronto this 20th day of November 2025.

TORONTO POLICE
ASSOCIATION

C Campbell

B. Coe









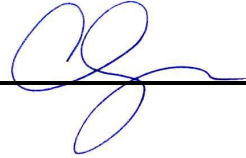




Kim Coe

TORONTO POLICE
SERVICE BOARD





BOARD POLICIES

The Board advises the Toronto Police Association of its policies on the following matters not intended to be covered by the Collective Agreement:

1. ANNUAL EVALUATIONS

If a member so requests, they shall, when counselled, be shown their Annual Evaluation including the Counsellor's comments.

The member, within 10 days of being counselled, may respond in writing to such evaluation.

Where a member responds to such evaluation, the response is to be attached to the said evaluation.

Upon request, members shall be given a copy of their annual evaluations and a copy of any other performance appraisals that are completed. Copies are to be furnished following discussion of the evaluation/appraisal with the Unit Commander/Supervisor.

2. PERSONNEL FILES

The member's Divisional file will be made available to the member for reviewing prior to being counselled and on special request, not to exceed once per year, through the Unit Commander.

3. RESIGNATIONS

A member, within 48 hours (excluding Saturday or Sunday) of submitting a written resignation, may request the Chief of Police, either directly or through the Association, to withdraw said resignation. The Chief of Police, after investigation, will determine the matter.

4. VACATION DRAW

A court appearance on scheduled days off prior to and following the vacation period shall not be considered as vacation for the purpose of Article 5.03 (d) of the Collective Agreement.

Where the Monday Tour of Duty during the third week of the Compressed Work Week Cycle is taken as an assigned day off, it shall be deemed to be a scheduled day off for the purposes hereof.

Members designated to attend Minor Traffic Court during the member's scheduled days off prior to and following said vacation period may request of their Unit

Commander that they be exempted from such appearance. Should the exemption not be granted the Unit Commander's determination may be appealed to the Chief of Police through the appropriate Deputy Chief.

5. EDUCATION LEAVE

Leave of absence without pay and benefits and without loss of seniority the member held at the commencement of the leave, may be provided to any member for the purpose of obtaining a university degree provided that:

- (i) the member has obtained some of the credits for the degree during their off duty hours;
- (ii) the degree can be obtained in no more than two years of full-time study;
- (iii) there is no obligation to provide and no restriction on providing employment to the member during such leave of absence;
- (iv) the degree would in the opinion of the Board be of value to their future police work;
- (v) such leave to obtain any one degree may only be requested once during a member's career; and
- (vi) the educational costs to be borne by the member.

6. BENEFIT CONTRACTS

The Board will provide the Association with a copy of all benefit contracts and policies within three months of a change being made thereto resulting from negotiations or arbitration and within three months of a change of carrier.

7. DENTAL PLAN – INDIVIDUAL CONSIDERATION CODES

- (a) Where a dental procedure which was, as of January 1, 1987, an eligible expense under the Service's Dental Plan, is designated by the Ontario Dental Association as an Individual Consideration (IC) Code, (and therefore, an ineligible expense under the Service's Dental Plan), the Board will reimburse a member who has undergone the procedure. The amount of the reimbursement shall equal the lesser of the actual expense to the member or an amount equal to the result of applying to the most recent Ontario Dental Association Schedule rate for the procedure the annual, general increases to the Ontario Dental Association Schedule since the year in which the procedure was designated as an IC Code.

- (b) The Board will undertake to describe in the Service's group benefits booklet those Ontario Dental Association Fee Guide codes which are eligible expenses under the current dental plan agreement.

8. **SICK PAY GRATUITY**

A member may use up to six months of their sick pay gratuities in time rather than in pay, immediately prior to retirement.

Definitions

For the purposes of this policy, the last day worked is understood to be the day that the member has utilized all outstanding vacation, floating holidays, lieu time or any other type of leave, but immediately prior to utilizing their sick pay gratuity as pre-retirement leave.

The date of retirement is understood to mean the last day that the member is on pre-retirement leave.

Eligible Number of Work Days

The number of months will be reduced to work days as follows:

1 month	-	22 work days
2 months	-	43 work days
3 months	-	65 work days
4 months	-	87 work days
5 months	-	109 work days
6 months	-	130 work days

The member may also decide to take a portion of their sick pay gratuity in time and the remainder in lump sum payment.

Benefit Entitlements

- (1) Vacation, floating holidays and lieu time must be utilized prior to using sick pay gratuity as pre-retirement leave.
- (2) Accrual of vacation and sick bank ceases on the last day worked.
- (3) Employees are entitled to retirement accrual days while on pre-retirement leave. For those employees whose extension period takes them into a new calendar year, the member will continue to accumulate retirement accrual days. The retirement accrual days will be paid out after the date of retirement.

- (4) Statutory holidays which fall during the extended period are not applied to reduce the pre-retirement leave.
- (5) Any outstanding sick pay gratuity amount will be paid out after the member retires.
- (6) A member on pre-retirement leave does not qualify for WSIB or Central Sick Leave Bank.
- (7) A member is entitled to the benefits of an active member of the Service up to and including the date of retirement.
- (8) The Board and the member will each pay their respective contributions to the pension fund up to and including the date of retirement.

Wage Increases

Increases which are effective during the period a member is on Sick Pay Gratuity leave are not to be applied to the salary of the retiring member.

Increases during such period which are retroactive to a date prior to the member proceeding on such leave are to be applied to the salary of the retiring member.

9. PAID-UP LIFE INSURANCE

A civilian member who retires under the NRA 65 rule or later and who does not qualify for paid-up life insurance under the provision of the Collective Agreement shall receive a paid-up life insurance policy as follows:

If 10 years of service but less than 15	-	\$1,500.00
If 15 years of service but less than 20	-	\$2,500.00
If more than 20 years of service	-	\$3,500.00

10. CLOTHING AND EQUIPMENT

Uniforms and all equipment will be the subject of continuing study by the Clothing and Equipment Committee.

Where the Board or the Service intends to purchase new items of uniform issue or protective equipment for Uniform or Civilian members, or provide existing items of uniform issue or protective equipment to members who have not previously received it, the proposed purchase or issuance shall be discussed at the Clothing and Equipment Committee prior to the proposed purchase.

Where the Board, acting upon the recommendation of the Chief of Police, intends to approve a clothing or equipment purchase which is different from the

recommendation of the Clothing and Equipment Committee, then the Association shall be provided with an opportunity to send written submissions to the Board prior to the Board meeting where the Board approves the clothing and equipment purchase. The Association must provide any written submissions it intends to make to the Board within three days of being advised by the Board.

(a) Uniforms

Refer to Clothing and Equipment Committee the issue of providing uniforms (i) to Communications Operators and Mail Couriers similar to uniforms worn by station operators, and (ii) to Telecom personnel.

(b) Shoulder Flash

Refer to Clothing and Equipment Committee the issue of developing a standard shoulder flash for all uniformed civilians similar to that in use by the Uniform Branch.

(c) Parking Enforcement Officers

Refer to Clothing and Equipment Committee the issue of providing snowmobile suits and boots during the winter months;

- (i) the replacement of Court Officers' tunics with spring and fall jackets;
- (ii) the provision to Marine Unit civilians of outdoor wear and protective gear.

11. SOILED OR DAMAGED CLOTHING

Civilian members whose clothing becomes unusually soiled as a result of the performance of their duties may apply for reimbursement in accordance with Directive 18-05.

12. FACILITIES

The concerns of the Association regarding parking, rest areas, lockers, showers and physical fitness facilities will be referred to a committee of two representatives of Management and two representatives of the Association, in an effort to develop general criteria for future facilities for guidance of Toronto Parks and Property.

13. FITNESS FACILITIES

To offset the cost of equipment for fitness facilities, the Board will endeavour to obtain the maximum amount of government funding possible. The balance of the cost will be shared according to the Board's current policy: ⅓ payable by the Board,

$\frac{1}{3}$ payable by the Toronto Police Amateur Athletic Association (T.P.A.A.A.) (assuming the T.P.A.A.A. agrees), and $\frac{1}{3}$ payable by the members.

14. COURT ATTENDANCE BY FORMER MEMBERS

The Board will pay to a former member of this Service who is required by summons to attend court in connection with their duties as a member of this Service (but not where such individual is the person charged) the sum of \$75.00 for each day of required court appearance as a supplement to the regular court witness fee.

15. SICK BANK

Members will receive a statement of their Sick Bank status on or around June 30 and December 31 each year.

The Chief of Police will direct that Unit Commanders have available on or around June 30 and December 31 a sick leave record of each member in the Unit so that members may reconcile their Sick Bank Status Statements.

16. LEGAL INDEMNIFICATION RETAINER

- (1) The Board has adopted a policy which permits a member who may be eligible for indemnification under Article 26 of the Collective Agreement to apply for funds to provide their counsel with a retainer, if one is required, which application may be made on the following basis:
 - (a) where the need for legal counsel arises because a criminal charge has been laid against the member after the arrest and/or charging of someone in connection with acts leading to that arrest and/or charge;
 - (b) the funds applied for do not exceed the greater of \$2,000.00 or 25% of the retainer based on the necessary and reasonable legal costs which in the event of dispute shall be determined by the City of Toronto Solicitor (if the retainer increases over time the member may apply for additional funds within the terms of this policy);
 - (c) where the actions of the member do not appear to be covered by Article 26.02 of the Collective Agreement; and
 - (d) where the member undertakes to indemnify the Board for such funds if the member is not entitled to indemnification under Article 26 in a manner and form satisfactory to the City of Toronto Solicitor.
- (2) If the Chief or Chief's delegate is to recommend to the Board that the retainer provided in 1 (b) not be provided, the Association shall be informed

so that they may make written representation to the Board before a final decision is made.

SCHEDULE A

UNIT “C” JOB CLASSIFICATION LEVELS

Position Number	Title	Unit
Class C04 - 40 Hour		
C04001	Document Service Officer	Court Services
C04005	Telephone Console Operator (C41)	Communications Services
Class C05 - 40 Hour		
C05001	Station Duty Clerk	Unit/Division
C05005	Parking Enforcement Officer (C51)	Parking Enforcement
Class C06 - 40 Hour		
C06002	Crewhand (C61)	Marine
C06003	Court Officer (C62)	Court Services
C06004	Booking Officer (C62)	Unit/Division
C06005	Special Constable (C62)	Unit/Division
Class C07 - 40 Hour		
C07001	Supervisor, Document Services	Court Services
C07002	Patrol Supervisor	Parking Enforcement
C07003	Communications Operator (C71)	Communications Services
Class C08 - 40 Hour		
C08002	Supervisor (C81)	Court Services
Class C09 - 40 Hour		
C09004	Shift/Area Supervisor	Parking Enforcement
C09005	Shift Supervisor (C91)	Court Services
Class C10 - 40 Hour		
C10003	Operations Supervisor	Parking Enforcement
C10004	Operations Supervisor (CLD)*	Communications Services
*These Job Classifications correspond to Position Grade CLD/40 in Schedule B		
Class C11 – 40 Hour		
C11001	Location Administrator	Court Services
Class CTT		
C00002	Police Cadet-in-Training	Toronto Police College

SCHEDULE B
UNIT "C" 2025 - 2029 SALARIES

Members commencing employment in pay class 05/35 and 05/40 are paid a probationary rate during the probationary period set out in Article 3.02 of the Collective Agreement. The probationary rate is shown in this schedule as Step 1 and the lowest rate for the pay class is shown as Step 2. A probationary Communications Operator shall receive the lowest hourly rate only during the first six months of their probationary period. The probationary rate in this schedule is shown as Step 1 and the lowest rate for the pay class is shown as Step 2. For all other pay classes, Step 1 is the start rate, not a probationary rate.

Grade / Hours	Step	2025.01.01		2025.07.01		2026.01.01		2026.07.01		2027.01.01	
		3.95%		0.50%		2.72%		0.39%		1.75%	
		Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary
C02/40	1	\$30.859	\$64,433.59	\$31.013	\$64,755.14	\$31.857	\$66,517.42	\$31.981	\$66,776.33	\$32.541	\$67,945.61
C02/40	2	\$31.887	\$66,580.06	\$32.046	\$66,912.05	\$32.918	\$68,732.78	\$33.046	\$69,000.05	\$33.624	\$70,206.91
C02/40	3	\$33.762	\$70,495.06	\$33.931	\$70,847.93	\$34.854	\$72,775.15	\$34.990	\$73,059.12	\$35.602	\$74,336.98
C02/40	4	\$35.410	\$73,936.08	\$35.587	\$74,305.66	\$36.555	\$76,326.84	\$36.698	\$76,625.42	\$37.340	\$77,965.92
C04/40	1	\$35.065	\$73,215.72	\$35.240	\$73,581.12	\$36.199	\$75,583.51	\$36.340	\$75,877.92	\$36.976	\$77,205.89
C04/40	2	\$38.210	\$79,782.48	\$38.401	\$80,181.29	\$39.446	\$82,363.25	\$39.600	\$82,684.80	\$40.293	\$84,131.78
C05/35	1	\$33.656	\$61,489.51	\$33.824	\$61,796.45	\$34.744	\$63,477.29	\$34.880	\$63,725.76	\$35.490	\$64,840.23
C05/35	2	\$35.065	\$64,063.76	\$35.240	\$64,383.48	\$36.199	\$66,135.57	\$36.340	\$66,393.18	\$36.976	\$67,555.15
C05/35	3	\$36.983	\$67,567.94	\$37.168	\$67,905.94	\$38.179	\$69,753.03	\$38.328	\$70,025.26	\$38.999	\$71,251.17
C05/35	4	\$39.338	\$71,870.53	\$39.535	\$72,230.45	\$40.610	\$74,194.47	\$40.768	\$74,483.14	\$41.481	\$75,785.79
C05/35	5	\$41.065	\$75,025.76	\$41.270	\$75,400.29	\$42.393	\$77,452.01	\$42.558	\$77,753.47	\$43.303	\$79,114.58
C05/40	1	\$33.656	\$70,273.73	\$33.824	\$70,624.51	\$34.744	\$72,545.47	\$34.880	\$72,829.44	\$35.490	\$74,103.12
C05/40	2	\$35.065	\$73,215.72	\$35.240	\$73,581.12	\$36.199	\$75,583.51	\$36.340	\$75,877.92	\$36.976	\$77,205.89
C05/40	3	\$36.983	\$77,220.50	\$37.168	\$77,606.78	\$38.179	\$79,717.75	\$38.328	\$80,028.86	\$38.999	\$81,429.91
C05/40	4	\$39.338	\$82,137.74	\$39.535	\$82,549.08	\$40.610	\$84,793.68	\$40.768	\$85,123.58	\$41.481	\$86,612.33
C05/40	5	\$41.065	\$85,743.72	\$41.270	\$86,171.76	\$42.393	\$88,516.58	\$42.558	\$88,861.10	\$43.303	\$90,416.66
C06/40	1	\$38.332	\$80,037.22	\$38.524	\$80,438.11	\$39.572	\$82,626.34	\$39.726	\$82,947.89	\$40.421	\$84,399.05
C06/40	2	\$40.754	\$85,094.35	\$40.958	\$85,520.30	\$42.072	\$87,846.34	\$42.236	\$88,188.77	\$42.975	\$89,731.80
C06/40	3	\$42.560	\$88,865.28	\$42.773	\$89,310.02	\$43.936	\$91,738.37	\$44.107	\$92,095.42	\$44.879	\$93,707.35
C07/40	1	\$37.489	\$78,277.03	\$37.676	\$78,667.49	\$38.701	\$80,807.69	\$38.852	\$81,122.98	\$39.532	\$82,542.82
C07/40	2	\$39.431	\$82,331.93	\$39.628	\$82,743.26	\$40.706	\$84,994.13	\$40.865	\$85,326.12	\$41.580	\$86,819.04
C07/40	3	\$41.822	\$87,324.34	\$42.031	\$87,760.73	\$43.174	\$90,147.31	\$43.342	\$90,498.10	\$44.100	\$92,080.80
C07/40	4	\$45.950	\$95,943.60	\$46.180	\$96,423.84	\$47.436	\$99,046.37	\$47.621	\$99,432.65	\$48.454	\$101,171.95
C08/40	1	\$44.990	\$93,939.12	\$45.215	\$94,408.92	\$46.445	\$96,977.16	\$46.626	\$97,355.09	\$47.442	\$99,058.90
C08/40	2	\$46.925	\$97,979.40	\$47.160	\$98,470.08	\$48.443	\$101,148.98	\$48.632	\$101,543.62	\$49.483	\$103,320.50

Grade / Hours	Step	2025.01.01		2025.07.01		2026.01.01		2026.07.01		2027.01.01	
		3.95%		0.50%		2.72%		0.39%		1.75%	
		Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary
C09/40	1	\$48.299	\$100,848.31	\$48.540	\$101,351.52	\$49.860	\$104,107.68	\$50.054	\$104,512.75	\$50.930	\$106,341.84
C09/40	2	\$50.372	\$105,176.74	\$50.624	\$105,702.91	\$52.001	\$108,578.09	\$52.204	\$109,001.95	\$53.118	\$110,910.38
C10/40	1	\$54.234	\$113,240.59	\$54.505	\$113,806.44	\$55.988	\$116,902.94	\$56.206	\$117,358.13	\$57.190	\$119,412.72
C10/40	2	\$55.912	\$116,744.26	\$56.192	\$117,328.90	\$57.720	\$120,519.36	\$57.945	\$120,989.16	\$58.959	\$123,106.39
C11/40	1	\$60.201	\$125,699.69	\$60.502	\$126,328.18	\$62.148	\$129,765.02	\$62.390	\$130,270.32	\$64.751	\$135,200.088
C11/40	2	\$62.062	\$129,585.46	\$62.372	\$130,232.74	\$64.069	\$133,776.07	\$64.319	\$134,298.07	\$66.753	\$139,380.264
C41/40	1	\$33.313	\$69,557.54	\$33.480	\$69,906.24	\$34.391	\$71,808.41	\$34.525	\$72,088.20	\$35.129	\$73,349.35
C41/40	2	\$34.413	\$71,854.34	\$34.585	\$72,213.48	\$35.526	\$74,178.29	\$35.665	\$74,468.52	\$36.289	\$75,771.43
C41/40	3	\$36.432	\$76,070.02	\$36.614	\$76,450.03	\$37.610	\$78,529.68	\$37.757	\$78,836.62	\$38.418	\$80,216.78
C41/40	4	\$38.210	\$79,782.48	\$38.401	\$80,181.29	\$39.446	\$82,363.25	\$39.600	\$82,684.80	\$40.293	\$84,131.78
C51/40	1	\$37.676	\$78,667.49	\$37.864	\$79,060.03	\$38.894	\$81,210.67	\$39.046	\$81,528.05	\$39.729	\$82,954.15
C51/40	2	\$41.065	\$85,743.72	\$41.270	\$86,171.76	\$42.393	\$88,516.58	\$42.558	\$88,861.10	\$43.303	\$90,416.66
C61/40	1	\$39.049	\$81,534.31	\$39.244	\$81,941.47	\$40.311	\$84,169.37	\$40.468	\$84,497.18	\$41.176	\$85,975.49
C61/40	2	\$42.560	\$88,865.28	\$42.773	\$89,310.02	\$43.936	\$91,738.37	\$44.107	\$92,095.42	\$44.879	\$93,707.35
C62/40	1	\$41.278	\$86,188.46	\$41.484	\$86,618.59	\$42.612	\$88,973.86	\$42.778	\$89,320.46	\$44.397	\$92,700.94
C62/40	2	\$43.894	\$91,650.67	\$44.113	\$92,107.94	\$45.313	\$94,613.54	\$45.490	\$94,983.12	\$47.212	\$98,578.66
C62/40	3	\$47.266	\$98,691.41	\$47.502	\$99,184.18	\$48.794	\$101,881.87	\$48.984	\$102,278.59	\$50.838	\$106,149.74
C71/40	1	\$38.756	\$80,922.53	\$38.950	\$81,327.60	\$40.009	\$83,538.79	\$40.165	\$83,864.52	\$41.685	\$87,038.28
C71/40	2	\$40.374	\$84,300.91	\$40.576	\$84,722.69	\$41.680	\$87,027.84	\$41.843	\$87,368.18	\$43.427	\$90,675.58
C71/40	3	\$42.467	\$88,671.10	\$42.679	\$89,113.75	\$43.840	\$91,537.92	\$44.011	\$91,894.97	\$45.677	\$95,373.58
C71/40	4	\$45.035	\$94,033.08	\$45.260	\$94,502.88	\$46.491	\$97,073.21	\$46.672	\$97,451.14	\$48.439	\$101,140.63
C71/40	5	\$50.918	\$106,316.78	\$51.173	\$106,849.22	\$52.565	\$109,755.72	\$52.770	\$110,183.76	\$54.767	\$114,353.50
C81/40	1	\$48.446	\$101,155.25	\$48.688	\$101,660.54	\$50.012	\$104,425.06	\$50.207	\$104,832.22	\$52.107	\$108,799.42
C81/40	2	\$51.963	\$108,498.74	\$52.223	\$109,041.62	\$53.643	\$112,006.58	\$53.852	\$112,442.98	\$55.890	\$116,698.32
C91/40	1	\$52.016	\$108,609.41	\$52.276	\$109,152.29	\$53.698	\$112,121.42	\$53.907	\$112,557.82	\$55.947	\$116,817.34
C91/40	2	\$55.673	\$116,245.22	\$55.951	\$116,825.69	\$57.473	\$120,003.62	\$57.697	\$120,471.34	\$59.881	\$125,031.53
CLD/40	1	\$53.900	\$112,543.20	\$54.170	\$113,106.96	\$55.643	\$116,182.58	\$55.860	\$116,635.68	\$57.974	\$121,049.71
CLD/40	2	\$58.505	\$122,158.44	\$58.798	\$122,770.22	\$60.397	\$126,108.94	\$60.633	\$126,601.70	\$62.928	\$131,393.66
Cadet in Training	1	\$35.998	\$75,163.82	\$36.178	\$75,539.66	\$37.162	\$77,594.26	\$37.307	\$77,897.02	\$37.960	\$79,260.48

Grade / Hours	Step	2027.07.01		2028.01.01		2028.07.01		2029.01.01		2029.07.01	
		1.75%		1.63%		1.25%		1.25%		1.25%	
		Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary
C02/40	1	\$33.110	\$69,133.68	\$33.650	\$70,261.20	\$34.071	\$71,140.25	\$34.497	\$72,029.74	\$34.928	\$72,929.66
C02/40	2	\$34.212	\$71,434.66	\$34.770	\$72,599.76	\$35.205	\$73,508.04	\$35.645	\$74,426.76	\$36.091	\$75,358.01
C02/40	3	\$36.225	\$75,637.80	\$36.815	\$76,869.72	\$37.275	\$77,830.20	\$37.741	\$78,803.21	\$38.213	\$79,788.74
C02/40	4	\$37.993	\$79,329.38	\$38.612	\$80,621.86	\$39.095	\$81,630.36	\$39.584	\$82,651.39	\$40.079	\$83,684.95
C04/40	1	\$37.623	\$78,556.82	\$38.236	\$79,836.77	\$38.714	\$80,834.83	\$39.198	\$81,845.42	\$39.688	\$82,868.54
C04/40	2	\$40.998	\$85,603.82	\$41.666	\$86,998.61	\$42.187	\$88,086.46	\$42.714	\$89,186.83	\$43.248	\$90,301.82
C05/35	1	\$36.11	\$65,974.80	\$36.700	\$67,050.90	\$37.159	\$67,889.49	\$37.623	\$68,737.22	\$38.093	\$69,595.91
C05/35	2	\$37.62	\$68,737.22	\$38.236	\$69,857.17	\$38.714	\$70,730.48	\$39.198	\$71,614.75	\$39.688	\$72,509.98
C05/35	3	\$39.68	\$72,497.19	\$40.328	\$73,679.26	\$40.832	\$74,600.06	\$41.342	\$75,531.83	\$41.859	\$76,476.39
C05/35	4	\$42.21	\$77,112.19	\$42.895	\$78,369.17	\$43.431	\$79,348.44	\$43.974	\$80,340.50	\$44.524	\$81,345.35
C05/35	5	\$44.06	\$80,499.45	\$44.779	\$81,811.23	\$45.339	\$82,834.35	\$45.906	\$83,870.26	\$46.480	\$84,918.96
C05/40	1	\$36.111	\$75,399.77	\$36.700	\$76,629.60	\$37.159	\$77,587.99	\$37.623	\$78,556.82	\$38.093	\$79,538.18
C05/40	2	\$37.623	\$78,556.82	\$38.236	\$79,836.77	\$38.714	\$80,834.83	\$39.198	\$81,845.42	\$39.688	\$82,868.54
C05/40	3	\$39.681	\$82,853.93	\$40.328	\$84,204.86	\$40.832	\$85,257.22	\$41.342	\$86,322.10	\$41.859	\$87,401.59
C05/40	4	\$42.207	\$88,128.22	\$42.895	\$89,564.76	\$43.431	\$90,683.93	\$43.974	\$91,817.71	\$44.524	\$92,966.11
C05/40	5	\$44.061	\$91,999.37	\$44.779	\$93,498.55	\$45.339	\$94,667.83	\$45.906	\$95,851.73	\$46.480	\$97,050.24
C06/40	1	\$41.128	\$85,875.26	\$41.798	\$87,274.22	\$42.320	\$88,364.16	\$42.849	\$89,468.71	\$43.385	\$90,587.88
C06/40	2	\$43.727	\$91,301.98	\$44.440	\$92,790.72	\$44.996	\$93,951.65	\$45.558	\$95,125.10	\$46.127	\$96,313.18
C06/40	3	\$45.664	\$95,346.43	\$46.408	\$96,899.90	\$46.988	\$98,110.94	\$47.575	\$99,336.60	\$48.170	\$100,578.96
C07/40	1	\$40.224	\$83,987.71	\$40.880	\$85,357.44	\$41.391	\$86,424.41	\$41.908	\$87,503.90	\$42.432	\$88,598.02
C07/40	2	\$42.308	\$88,339.10	\$42.998	\$89,779.82	\$43.535	\$90,901.08	\$44.079	\$92,036.95	\$44.630	\$93,187.44
C07/40	3	\$44.872	\$93,692.74	\$45.603	\$95,219.06	\$46.173	\$96,409.22	\$46.750	\$97,614.00	\$47.334	\$98,833.39
C07/40	4	\$49.302	\$102,942.58	\$50.106	\$104,621.33	\$50.732	\$105,928.42	\$51.366	\$107,252.21	\$52.008	\$108,592.70
C08/40	1	\$48.272	\$100,791.94	\$49.059	\$102,435.19	\$49.672	\$103,715.14	\$50.293	\$105,011.78	\$50.922	\$106,325.14
C08/40	2	\$50.349	\$105,128.71	\$51.170	\$106,842.96	\$51.810	\$108,179.28	\$52.458	\$109,532.30	\$53.114	\$110,902.03
C09/40	1	\$51.821	\$108,202.25	\$52.666	\$109,966.61	\$53.324	\$111,340.51	\$53.991	\$112,733.21	\$54.666	\$114,142.61
C09/40	2	\$54.048	\$112,852.22	\$54.929	\$114,691.75	\$55.616	\$116,126.21	\$56.311	\$117,577.37	\$57.015	\$119,047.32
C10/40	1	\$58.191	\$121,502.81	\$59.140	\$123,484.32	\$59.879	\$125,027.35	\$60.627	\$126,589.18	\$61.385	\$128,171.88
C10/40	2	\$59.991	\$125,261.21	\$60.969	\$127,303.27	\$61.731	\$128,894.33	\$62.503	\$130,506.26	\$63.284	\$132,136.99
C11/40	1	\$65.884	\$137,565.792	\$68.297	\$142,604.136	\$69.151	\$144,387.288	\$70.015	\$146,191.320	\$70.890	\$148,018.320
C11/40	2	\$67.921	\$141,819.048	\$70.409	\$147,013.992	\$71.289	\$148,851.432	\$72.180	\$150,711.840	\$73.082	\$152,595.216

Grade / Hours	Step	2027.07.01		2028.01.01		2028.07.01		2029.01.01		2029.07.01	
		1.75%		1.63%		1.25%		1.25%		1.25%	
		Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary
C41/40	1	\$35.744	\$74,633.47	\$36.327	\$75,850.78	\$36.781	\$76,798.73	\$37.241	\$77,759.21	\$37.707	\$78,732.22
C41/40	2	\$36.924	\$77,097.31	\$37.526	\$78,354.29	\$37.995	\$79,333.56	\$38.470	\$80,325.36	\$38.951	\$81,329.69
C41/40	3	\$39.090	\$81,619.92	\$39.727	\$82,949.98	\$40.224	\$83,987.71	\$40.727	\$85,037.98	\$41.236	\$86,100.77
C41/40	4	\$40.998	\$85,603.82	\$41.666	\$86,998.61	\$42.187	\$88,086.46	\$42.714	\$89,186.83	\$43.248	\$90,301.82
C51/40	1	\$40.424	\$84,405.31	\$41.083	\$85,781.30	\$41.597	\$86,854.54	\$42.117	\$87,940.30	\$42.643	\$89,038.58
C51/40	2	\$44.061	\$91,999.37	\$44.779	\$93,498.55	\$45.339	\$94,667.83	\$45.906	\$95,851.73	\$46.480	\$97,050.24
C61/40	1	\$41.897	\$87,480.94	\$42.580	\$88,907.04	\$43.112	\$90,017.86	\$43.651	\$91,143.29	\$44.197	\$92,283.34
C61/40	2	\$45.664	\$95,346.43	\$46.408	\$96,899.90	\$46.988	\$98,110.94	\$47.575	\$99,336.60	\$48.170	\$100,578.96
C62/40	1	\$45.174	\$94,323.31	\$46.829	\$97,778.95	\$47.414	\$99,000.43	\$48.007	\$100,238.62	\$48.607	\$101,491.42
C62/40	2	\$48.038	\$100,303.34	\$49.797	\$103,976.14	\$50.419	\$105,274.87	\$51.049	\$106,590.31	\$51.687	\$107,922.46
C62/40	3	\$51.728	\$108,008.06	\$53.623	\$111,964.82	\$54.293	\$113,363.78	\$54.972	\$114,781.54	\$55.659	\$116,215.99
C71/40	1	\$42.414	\$88,560.43	\$43.967	\$91,803.10	\$44.517	\$92,951.50	\$45.073	\$94,112.42	\$45.636	\$95,287.97
C71/40	2	\$44.187	\$92,262.46	\$45.805	\$95,640.84	\$46.378	\$96,837.26	\$46.958	\$98,048.30	\$47.545	\$99,273.96
C71/40	3	\$46.476	\$97,041.89	\$48.178	\$100,595.66	\$48.780	\$101,852.64	\$49.390	\$103,126.32	\$50.007	\$104,414.62
C71/40	4	\$49.287	\$102,911.26	\$51.092	\$106,680.10	\$51.731	\$108,014.33	\$52.378	\$109,365.26	\$53.033	\$110,732.90
C71/40	5	\$55.725	\$116,353.80	\$57.766	\$120,615.41	\$58.488	\$122,122.94	\$59.219	\$123,649.27	\$59.959	\$125,194.39
C81/40	1	\$53.019	\$110,703.67	\$54.961	\$114,758.57	\$55.648	\$116,193.02	\$56.344	\$117,646.27	\$57.048	\$119,116.22
C81/40	2	\$56.868	\$118,740.38	\$58.951	\$123,089.69	\$59.688	\$124,628.54	\$60.434	\$126,186.19	\$61.189	\$127,762.63
C91/40	1	\$56.926	\$118,861.49	\$59.010	\$123,212.88	\$59.748	\$124,753.82	\$60.495	\$126,313.56	\$61.251	\$127,892.09
C91/40	2	\$60.929	\$127,219.75	\$63.161	\$131,880.17	\$63.951	\$133,529.69	\$64.750	\$135,198.00	\$65.559	\$136,887.19
CLD/40	1	\$58.989	\$123,169.03	\$61.150	\$127,681.20	\$61.914	\$129,276.43	\$62.688	\$130,892.54	\$63.472	\$132,529.54
CLD/40	2	\$64.029	\$133,692.55	\$66.374	\$138,588.91	\$67.204	\$140,321.95	\$68.044	\$142,075.87	\$68.895	\$143,852.76
Cadet in Training	1	\$38.624	\$80,646.91	\$39.254	\$81,962.35	\$39.745	\$82,987.56	\$40.242	\$84,025.30	\$40.745	\$85,075.56

The above salary schedule reflects the special wage adjustment for pay class C62/40, C71/40, C81/40, C91/40, CLD/40 and C11/40 as follows:

2% effective January 1, 2027 and applied before the January 1, 2027 salary increase

2% effective January 1, 2028 and applied before the January 1, 2028 salary increase

The hourly rate, shown to three decimal places, is the official salary rate and is used for calculating overtime, callbacks, etc. The annual rates are rounded to the nearest cent and are included as estimates for members' ease of reference

This schedule is without prejudice to any timely and arbitrable grievance or grievances now pending with respect of any of the classifications or rates which are or should be included therein.

RETENTION/SERVICE PAY

Effective January 1, 2029, each member shall be eligible for Retention/Service Pay in accordance with the following:

Upon the completion of 10 years of service and until the completion of the 17 th year of service	3% of the A09 (35) Step 4 Base Salary
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Upon the completion of 17 years of service and until the completion of the 25 th year of service	6% of the A09 (35) Step 4 Base Salary
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Upon the completion of 25 years of service and thereafter	9% of the A09 (35) Step 4 Base Salary
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Retention/Service Pay forms part of basic salary and shall be paid bi-weekly to members, including those on any leave of absence in the collective agreement who are accruing service/seniority while on the leave of absence (WSIB, CSLB, maternity and parental leave, etc.). In calculating overtime, call-back pay, vacation pay, sick pay, statutory holiday pay, paid lieu time, sick pay gratuity, maternity and parental leave, pension contributions, etc., and in calculating net pay under Article 12 or for Central Sick Leave Bank under Article 11 and for entitlements under Article 14, Retention/Service Pay will be taken into account.

SCHEDULE C
LEGAL INDEMNIFICATION HOURLY RATES MATRIX

	SIU Simple (1)	SIU Complex (2)	Criminal Simple (3)	Criminal Complex (4)	Inquests Witness Officer (5)	Inquests Subject Officer (6)	3rd Records App.	Art. 12.05 Issues (7)
Counsel Retained by Member								
Senior Counsel (8)	\$325.00	\$400.00	\$325.00	\$450.00	\$325.00	\$450.00	\$325.00	\$325.00
Intermediate Counsel (9)	\$275.00	\$325.00	\$275.00	\$375.00	\$275.00	\$375.00	\$275.00	\$225.00
Junior Counsel (10)	\$200.00	\$250.00	\$200.00	\$275.00	\$200.00	\$275.00	\$200.00	\$200.00
Support Staff								
Students-at-Law	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00
Law Clerks	\$75.00	\$75.00	\$75.00	\$75.00	\$75.00	\$75.00	\$75.00	\$75.00

- (1) Any SIU where the injury is transient or trifling.
- (2) Any SIU involving an injury that is more than transient or trifling.
- (3) Client charged with summary conviction offence(s) only or Crown elects to proceed summarily.
- (4) Client charged with at least one indictable offence or Crown elects to proceed by way of indictment.
- (5) Client who was previously designated as a Witness Official in an SIU investigation or where there is no significant foreseeable risk to personal reputation.
- (6) Client who was previously designated as a Subject Official in an SIU investigation and where there is significant foreseeable risk to personal reputation.
- (7) A review of a complaint or a disciplinary hearing ordered by LECA as provided for in Article 12.05 of the Uniform collective agreement.
- (8) Twelve or more years since call to the bar.
- (9) Four or more but less than twelve years since call to the bar.
- (10) Less than four years since call to the bar.

SCHEDULE D

TPA AND TPSB – SUPPORTING EXCELLENCE IN POLICING LETTER



TORONTO POLICE ASSOCIATION

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Sean Stockwell
*Director
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Ron Tait
*Director
Uniform Field Services*

April 11, 2025

Shelley Carroll, Chair
Toronto Police Services Board
40 College Street
Toronto, ON M5G 2J3

Dear Chair Carroll,

Re: TPA and TPSB – Supporting Excellence in Policing

Toronto is a vibrant and diverse city, and its residents, businesses and visitors deserve policing that reflects this. The Toronto Police Association (Association), the Toronto Police Service Board (Board), along with the Toronto Police Service (Service), jointly share the goal of improving community safety, improving the safety and well-being of our members, and ensuring that the Service is recognized as a world leader in policing. The Parties are also committed to supporting initiatives that increase the diversity of the Service, and promote equity and inclusion for the Service and the Toronto community as a whole.

Through the course of bargaining our 2025-2029 collective agreement, we have had much discussion regarding the future of the Service, and how best to address the requirements of Toronto's evolving policing environment and the need for an efficient, professional, and modernized Service.

The Association recognizes the Board's need to strive for efficiency and the Service's focus on the effective operation of the complex needs of policing in Canada's largest city. The Association is pleased to see these come with a renewed investment in both the number of members of the Service and their compensation.

The Board has made significant investments in policing in Toronto over the past several years that resulted in the Service being able to increase its complement by more than 700 new officer positions since 2018. In bargaining for the renewal agreement in 2025, the parties have worked together to build upon this and to further improve service to and in the community. This increase in complement and investment supports a healthy workplace and allows the Service to reduce its overtime call backs and off shift work and, while this may impact premium pay opportunities for some members, the

WE PROTECT THOSE WHO PROTECT OTHERS

parties jointly recognize the need for sustainable, safe, and effective staffing practices.

We are also focused on improving the well-being of Association members in other ways, such as improved access to health benefits for active members, extended health coverage for retirees, and increased supports for pregnancy leave.

We are also pleased that the Parties discussed enhancing support for the career and leadership development for officers having regard to the changing demographics of the Service and the City of Toronto. During the life of this Collective Agreement, the Association welcomes the opportunity to provide input to the Service and the Board as they develop and build upon training and development programs including, without limitation, the General Constable Development Program and career path planning. The Parties are also committed to promoting fairness, transparency, and equity in the process of career development within the Service.

These are just some of the examples of the results that can come from the joint partnership between the Association, the Board, and the Service. The parties have also continued to work to bring about considerable improvements to shift schedules, while maximizing the ability for the Service to be where the public needs it the most; ensuring a clear understanding around those circumstances which necessitate the use of two officer cars; and the Association's management of paid duty.

The Association, the Board, and the Service are dedicated to strengthening confidence in policing in the City of Toronto. These types of joint efforts have resulted in improved service for Toronto, including improvements in response times. The Parties have worked together to ensure that changes and improvements to community safety services also address the safety, needs and well-being of our members.

I am writing to confirm the Association's ongoing commitment to partnering with the Board and the Service to bring about improved delivery and effectiveness of policing services, so long as this does not compromise public safety, or the safety of our members. These modernizing steps, in order to work, must also be based on reliable evidence and data.

The more than 8,000 members of the Association play a critical role in the frontline delivery of policing in Toronto, and are important to the success of the Service. As the voice of the front line, the Association, where appropriate, will work with the Service and Board to educate our members and promote those improvements and efficiencies that make sense.

As always, the Association will continue to advocate for the preservation of reasonable and fair compensation and working conditions for our members who we believe must be seen as leaders in policing. We look forward to continuing our constructive working relationship with the Service and the Board.

Yours truly,

TORONTO POLICE ASSOCIATION

A handwritten signature in black ink, reading "CCampbell". The signature is stylized with a large, looped "C" and a cursive "Campbell".

Clayton Campbell

President