



Grievance Settlements

PRP-HR-003

Effective Date: 2017/09/29

Amended: 2018/11/23

Amended: 2021/03/19

Policy Statement

The Peel Police Services Board is committed in ensuring that employees are treated fairly and receive prompt resolution to their grievances. For the purposes of this policy, a grievance is a difference concerning the interpretation, application, administration or alleged violation of the provisions in the collective agreement.

This policy establishes the delegation and levels of authority to be followed when grievances are submitted by members of the Service, in accordance with the grievance procedures as outlined in the collective agreements (Uniform, Civilian and Senior Officers).

The requirements set out in this document will form part of the Board Policies and the Chief of Police is directed to implement and comply with these requirements in the administration and operation of Peel Regional Police.

1. Policy

It is therefore, the policy of the Peel Police Services Board that:

- 1.1. The Board, on its behalf, delegates approval and signing authority with respect to all accounts for all legal counsel with a value of \$100,000 or less and all monetary grievance settlements with a value of \$100,000 or less to the Chief of Police, or the position as designated by the Chief in accordance with PRP-LG-003 Delegated Authority policy; and
- 1.2. All grievance settlements in the amounts over \$100,000 require the approval of the Board.

2. Reporting

The Chief of Police will provide annually an In Camera statistical report outlining the status of all grievances. The annual statistical report will contain the following information:

- i. Number of grievances received in previous year;
- ii. Number of grievances settled, withdrawn or dismissed;
- iii. Types of grievances;
- iv. Observable trends, if identifiable; and
- v. Legal costs expended on grievance activity.

3. Authority/Legislative Reference

Section 31(1)(c) of the *Police Services Act*

Peel Regional Police Association Collective Agreement (Uniform), Article 25

Peel Regional Police Association Collective Agreement (Civilian), Article 25

Peel Regional Police Senior Officers Association Collective Agreement. Article 24

Board Minute #85/17

Board Minute #IC35-11-18

4. Linkage to Board and/ or Police Service Directive

PSB-LG-003 Delegated Authority

AS-AI-003 Equal Opportunity, Workplace Discrimination, and Harassment

I-A-205 (F) Workplace Discrimination and Harassment

I-B-136 (F) Diversity Relations and Anti-Discrimination