



**PEEL REGIONAL POLICE SERVICE BOARD  
BY-LAW NO. 02-24**

Being a by-law to govern  
the Peel Regional Police Service Board's Grievance Settlements

**WHEREAS** the Peel Regional Police Service Board (the "Board") is committed to ensuring employees are treated fairly and grievances are resolved promptly in accordance with collective agreements;

**AND WHEREAS** the Board deems it expedient to establish a by-law delegating authority for approval of grievance settlements and legal costs;

**NOW THEREFORE** the Board enacts as follows:

**Definitions**

1. In this By-Law:
  - a. "Chief" means the chief of the Peel Regional Police Service.
  - b. "Grievance" means a difference concerning interpretation, application, administration or alleged violation of a collective agreement provision.
2. The Board hereby delegates approval and signing authority to the Chief, or their designate, for:
  - a. All accounts for legal counsel relating to grievances with a value of \$100,000 or less; and
  - b. All monetary grievance settlements with a value of \$100,000 or less.
3. Grievance settlements exceeding \$100,000 require Board approval.
4. The Chief shall provide an annual confidential statistical report to the Board regarding:
  - a. Number of grievances received, settled, withdrawn or dismissed;
  - b. Types of grievances;
  - c. Observable trends, if any; and
  - d. Legal costs expended on grievance activities.
5. This By-Law shall be interpreted in accordance with the *Community Safety and Policing Act*, collective agreements, and all applicable Board policies and procedures.
6. In the event of a conflict, collective agreement provisions shall prevail over this By-Law to the extent of the conflict.

This BY-LAW was read a first, second and third time  
and finally passed this 27th day of March, 2024.

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Board Chair