

ANISHINABEK POLICE GOVERNING AUTHORITY

1436 Highway 17B • Garden River, Ontario • P6A 6Z1 • Tel. 705-946-2539 • Fax 705-946-6234

Beausoleil
First Nation

Bijijitiwaabik Zaaging
Anishinaabek

Curve Lake
First Nation

Dokis
First Nation

Fort William
First Nation

Garden River
First Nation

Ginoogaming
First Nation

Kettle & Stony Point
First Nation

Magnetawan
First Nation

Nipissing
First Nation

Pic Mobert
First Nation

Pic River
First Nation

Sagamok
Anishnawbek

Shawanaga
First Nation

Wahnapiatae
First Nation

Wasauksing
First Nation

May 18, 2017

Dear Citizens of APS Member Communities:

RE: Labour Relations Update to Communities

We would like to take this opportunity to share some information regarding the collective bargaining negotiations that have been taking place between the Police Council, comprised of the Chiefs of each community, and its board of directors, the Police Governing Authority ("PGA"), with the Public Service Alliance of Canada ("PSAC"), a trade union representing our uniform staff.

Collective bargaining is a process that allows employers and employees to negotiate an agreement on the terms and conditions of employment. Collective bargaining between the PGA and PSAC began in early March 2017. The PGA has bargained in good faith and remains committed to concluding an APS centered agreement. As a result of these efforts, we are happy to advise that the largest collective bargaining issue has been resolved. Officers will receive the same wages as members of the Ontario Provincial Police (the "OPP") once the province releases the funding. For example, this means that a First Class Constable will now receive \$96,278.00 per year. Each officer will also receive retroactive pay to January 1st 2014.

Despite the significant progress at the bargaining table, the PGA is negotiating in the face of unique challenges. Unlike most police services in Ontario, employees of First Nations police services such as the APS have the right to unionize. The fundamental benefit to unionization is that it provides employees with the ability to engage in job action, namely a strike.

PSAC is aware of this unique benefit and continues seek terms and conditions that the PGA simply cannot afford. Consequently, on May 8th and 9th PSAC arranged a "strike mandate" vote. A majority of officers voted in favour of the "strike mandate", which means that they can now take the required steps to enter a legal strike position. If the officers choose to strike, which they not yet have and are not required to, the PGA will have at least 17 days notice before job action can take place. Additionally, the PGA and APS have taken all necessary steps to ensure that the safety of our communities remains paramount. Accordingly, the OPP will provide policing services for the duration of any potential strike.

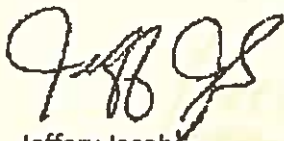
The PGA has now provided officers with a reasonable and fair offer to settle all terms and conditions of employment. It is our firm belief that this offer, if accepted, will achieve our goals of sustaining the presence of the APS and providing fair working conditions for our valued officers.

Anishinabek Police Service provides for the safety, security and protection of First Nation communities through the provision of culturally sensitive, proactive, professional, unbiased enforcement strategies. We encourage community involvement, public education and transparent accountability. We support victims of crime and are committed to the protection of inherent rights and freedoms.

A vote on the offer has been arranged for May 28, 29 and 30th. If a simple majority of the officers vote in favour of the offer, it will bring all talks of a strike and other job action to an end.

The collective bargaining process is not about winning or losing; rather, it is about reaching an agreement on reasonable and sustainable terms. We would like to thank all APS employees, senior management, our citizens, and the Police Council, including all individuals both past and present, for helping to keep our communities safe and we hope that a viable agreement can be reached in solidarity with all interested parties.

Miigwetch!

A handwritten signature in black ink, appearing to read 'Jeffery Jacobs', written in a cursive style.

Jeffery Jacobs
Police Governing Authority

