



BY-LAW NUMBER 2024-2

A BY-LAW TO ESTABLISH A GRIEVANCE COMMITTEE

1. PREAMBLE

1.1 Whereas Section 42 of Ontario's Community Safety and Policing Act, S. O. 2019 c. 1, Sched. 1, provides that a police service board may, establish a committee and delegate any of the board's powers under the Act to the committee; and

1.2 And whereas the Board wishes to establish a Grievance Committee to hear appeals of decisions regarding grievances filed by the Halton Regional Police Association (HRPA) and/or Senior Officers' Association (SOA), and respond to those grievances on behalf of the Board;

Therefore the Halton Police Board enacts as follows:

2. COMPOSITION

2.1 In accordance with s. 42(3) of the Act, the Grievance Committee shall be composed of not less than two members of the Board, and shall be supported by staff and/or counsel as required.

2.2 The Board Chair may be a member of the Committee if they choose to serve and shall be counted for quorum purposes and entitled to vote.

2.3 The Committee, with the approval of the Board, may add any additional members, as long as the majority of the committee is composed of members of the Board.

2.4 Any additional member of the Committee, that is not a member of the Board, must meet the eligibility criteria set established in s. 42(5) of the Act (must be eligible to be a Board Member) and s. 35(2) (mandatory training for Board and Committee Members).

2.5 The Committee may invite members of the Police Service or other external persons to provide subject matter expertise to enable the Committee to make informed decisions.

3. QUORUM

3.1 Quorum shall be a majority of the Board Members on the Committee present at the meeting.

4. AUTHORITY

4.1 Exercising the Board’s authority as set out in the Act, the Committee shall have the authority to inquire into and make decision on behalf of the Board with respect to:

a) appeals of grievances where the HRP or SOA are not satisfied with the decision of the Chief of Police regarding the matter;

b) any other matter pertaining to grievances filed by the HRP or SOA, or both.

4.2 All Committee decisions shall be consistent with the applicable Collective Agreement and any related laws and regulations. Where discrepancy exists between a law and a Collective Agreement, the law takes precedence.

4.3 The Committee may direct the Service on behalf of the Board with respect to any action required as the result of its decisions regarding grievances filed by the HRP or SOA, or both.

5. REPORTING REQUIREMENTS

5.1 Decisions of the Committee shall be reported to the Board at the next Board meeting following a Committee meeting.

6. EFFECTIVE DATE

6.1 This By-law is enacted by the Halton Police Board on the 30th day of May, 2024.

APPROVED THIS 30th DAY OF MAY, 2024.

ORIGINAL SIGNED BY

CHAIR

ORIGINAL SIGNED BY

BOARD SECRETARY