

Date: 20241024

File: 561-02-42977

Citation: 2024 FPSLREB 147

*Federal Public Sector
Labour Relations and
Employment Board Act and
Federal Public Sector
Labour Relations Act*



Before a panel of the
Federal Public Sector
Labour Relations and
Employment Board

BETWEEN

NATIONAL POLICE FEDERATION

Complainant

and

**TREASURY BOARD
(Royal Canadian Mounted Police)**

Respondent

Indexed as

National Police Federation v. Treasury Board (Royal Canadian Mounted Police)

In the matter of a complaint made under section 190 of the *Federal Public Sector Labour Relations Act*

Before: Patricia H. Harewood, a panel of the Federal Public Sector Labour Relations and Employment Board

For the Complainant: Adrienne Fanjoy, counsel

For the Respondent: Stephanie White, counsel

REASONS FOR DECISION

I. Overview

[1] This decision is with respect to a complaint filed by the National Police Federation (“the complainant”), on May 10, 2021. The complaint alleged that Treasury Board (“the respondent”) violated section 107 of the *Federal Public Sector Labour Relations Act* (S.C. 2003, c. 22, s. 2; “*FPSLRA*”) by introducing a new policy regarding evaluation procedures for Police Dog Service Handlers of the “L” division of the Royal Canadian Mounted Police (“RCMP”).

[2] On July 12, 2019, the complainant was certified as the bargaining agent for all employees who are RCMP members (excluding officers and civilian members) and reservists.

[3] On July 15, 2019, the complainant served the respondent with notice to bargain, pursuant to s. 105(1) of the *FPSLRA*, thereby triggering the statutory freeze set out in s. 107 of the *FPSLRA*.

[4] The respondent issued a decision on December 10, 2020, which made certain changes to evaluation procedures for Police Dog Service Handlers (the “Decision Document”).

[5] The Decision Document was introduced during the statutory freeze period and without the consent of the complainant.

[6] The parties have now resolved the complaint and have jointly requested that the Board issue an order.

[7] For all of the above reasons, the Board makes the following order:

(The Order appears on the next page)

II. Order

[8] The complaint is allowed, in part.

[9] The Board declares that the respondent committed an unfair labour practice contrary to section 107 of the *Federal Public Sector Labour Relations Act* by introducing a Decision Document on December 10, 2020, during the statutory freeze period.

[10] All other claims raised, and remedies requested in the complaint are dismissed.

October 24, 2024.

**Patricia H. Harewood,
a panel of the Federal Public Sector
Labour Relations and Employment Board**