



Gananoque Police Services Board

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MEDIA RELEASE:

For Immediate Release: November 03, 2011

Subject: Interest Arbitration Award by Arbitrator Stephen Raymond

(Gananoque, On) In the matter of an interest arbitration between the Gananoque Police Services Board and the Gananoque Police Association which was held on October 7, 2011, the following award has been received.

The term of the collective agreement shall be for three years commencing January 1, 2011, and ending December 31, 2013, with the following conditions:

- **Salary:** The first class constable rate of pay will be adjusted to reflect an increase of 3.25% effective January 1, 2011, 3.00% effective January 1, 2012, and 3.25% effective January 1, 2013. All other rates of pay will be adjusted accordingly
- **Statutory Holidays:** The current "Floater Day" will be replaced by "Family Day" as a Statutory Holiday
- **Long-term Disability Benefits:** Civilian members of the Association will now be entitled to a long-term disability plan. Uniform members have for some time been entitled to this benefit
- **Shift Premium:** Uniform members will now be entitled to a shift premium equal to that which is currently in place for civilian members. Part-time civilian members will now receive 8% (pro-rated) in lieu of shift premium and benefits.

The terms of the award as stated above are retroactive to January 1, 2011 and are binding on all parties.

Anne Warren, Chair,
Gananoque Police Services Board,
Town of Gananoque