



MEDIA RELEASE

Midland Police Service Interest Arbitration Award

FOR IMMEDIATE RELEASE

(MIDLAND, ON) March 26, 2018 - Following a Conciliation and Interest Arbitration Hearing held on March 15, 2018 in Toronto, the Arbitration Award has been released, which will have an impact on the former employees of the Midland Police Service.

The award provides for a 1.9% salary increase to both the civilian and uniform employees of the former Midland Police Service, and finalizes the Arbitration Award provisions:

- Uniform Members hired by OPP:
 - No severance or salary & benefits continuation.
 - Top-up for uniform members hired by OPP at a lower rate for a period of 18 months.

- Civilian Members hired by OPP:
 - Severance at a rate of 2 weeks per year of service, pro-rated for partial years; (The payment is inclusive of Employment Standards Act (ESA) entitlements).
 - No option for severance as salary & benefits continuation.
 - Top-up for civilian members hired by OPP at a lower rate for a period of 18 months.

- All other former Midland Police Service Members not hired by OPP:
 - Employment Letter to each member confirming that disbandment of the service is the only reason for termination of employment.
 - Education, upgrading or retraining up to \$5,000 within 18 months will be reimbursed upon receipt of legitimate receipts or invoices.
 - Option of either:
 - Lump Sum equal to 5 weeks per year of service, prorated for partial years; OR
 - Salary continuation to 4.25 weeks per year of service, prorated for partial years, with:
 - Benefit continuation until the end of the salary continuation or until one year from the last day of employment.
 - Members who retire during their salary continuation will be entitled to retiree benefits.

“Efforts to reach a negotiated settlement had stalled following the decision by Council to disband the Midland Police Service, and the parties agreed to a conciliation and interest arbitration exercise,” said Police Services Board Chair George Dixon. “This Arbitration Award will help provide closure to the former Midland Police Service employees, and this outcome, stemming from a difficult situation, is a fair one for them as well as the community.”

Mayor Gord McKay expressed his appreciation to all sides for bringing the matter to a favourable and quick resolution. “This will allow the Town of Midland to move forward with the next chapter of providing policing services to the community.”

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