



Outlook

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Subject: Ottawa Police Service Board and Ottawa Police Association Reach Early Five-Year Agreement, Boosting Parental Leave and Member Wellness/La Commission de service de police d'Ottawa et l'Association de police d'Ottawa concluent une entente anticipée pour ...

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MEDIA RELEASE

FOR IMMEDIATE RELEASE: 13 December 2024

Ottawa Police Service Board and Ottawa Police Association Reach Early Five-Year Agreement, Boosting Parental Leave and Member Wellness

(Ottawa) – The Ottawa Police Service Board (OPSB) is pleased to announce that it has reached an agreement in principle with the Ottawa Police Association (OPA) on the renewal of the Collective Bargaining Agreement for both civilian and sworn members. This agreement was concluded in advance of the current contract's expiry on December 31, 2024, marking a significant milestone in fostering a productive and collaborative labour relations environment. The new agreement, effective January 1, 2025, spans a five-year term, ensuring stable and predictable conditions for all members of the Ottawa Police Service, while continuing to ensure a high level of services for our community.

Among the enhancements achieved through this agreement, parental leave benefits will see a substantial enhancement. Under the new terms, members taking parental leave will be eligible for up to 35 weeks of leave compensated at 93% of their normal salary. This enhanced benefit recognizes the needs of the employees, both sworn and civilian, and supporting them in balancing their professional responsibilities with their growing families.

By aligning with best practices and by placing a strong emphasis on member wellness, the Board is furthering its goal of an inclusive and supportive work environment that recognizes the diverse needs of our workforce.

“This 5-year collective agreement is about valuing the dedicated people who protect our community every day,” said Salim Fakirani, Chair of the Ottawa Police Service Board. “By enhancing parental leave benefits, for example, the Board understands how critical it is to have tangible support during those early weeks and months of family life. We aim to make the Ottawa Police Service a workplace of choice for individuals who want to build both a meaningful career and a family, demonstrating our commitment to supporting employees at an important stage of their lives. Strengthening our support for them now will build a more inclusive, resilient, and compassionate organization for years to come.”

The Board thanks the Ottawa Police Association for their dedication and professionalism throughout the complex and challenging negotiation process and looks forward to continued collaboration to ensure that all members have access to a supportive, equitable, and healthy work environment.

The Ottawa Police Service Board is the civilian body responsible for governing the Ottawa Police Service. It is responsible for ensuring the provision of adequate and effective police services to the City of Ottawa's residents.

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