



Ontario Police Arbitration and Adjudication Commission

Annual Report

Fiscal year 2024-25

Ontario Police Arbitration and Adjudication Commission

Annual Report Fiscal year 2024-25

Table of contents

Ontario Police Arbitration and Adjudication Commission	1
Executive summary	2
Mandate	4
Legislative authority	4
Guiding Principles	5
Role of the commission	5
Composition of the commission	7
Financial report	11
Overview of programs and activities	13
Performance measures – fiscal year 2024-25	15
Appendix 1 - Activity summary: fiscal year 2024-25	18
Appendix 2 - Activity summary: 10-year overview	22

Ontario Police Arbitration and Adjudication Commission

Annual Report

Message from the Chair

This year marked a period of significant growth and expansion for the Ontario Police Arbitration and Adjudication Commission (OPAAC). The *Community Safety and Policing Act, 2019* (CSPA) came into effect April 1, 2024. Under the new legislation, the Ontario Police Arbitration Commission (OPAC) was renamed the Ontario Police Arbitration and Adjudication Commission (OPAAC), with a significantly expanded mandate. Most notably, the new mandate includes administering police discipline adjudications and arbitrations for municipal police services, their boards, Ontario Provincial Police (OPP) as well as First Nations that exercise the legislative opt-in mechanism under the CSPA. Under section 32 of the CSPA, First Nations can now opt-in to establish their own police service or police service board and adopt the province's policing standards, tailored to their specific cultural needs. The commission maintains its labour related arbitration and conciliation functions.

On December 10, 2024, the Nishnawbe Aski Police Service (NAPS), the largest First Nations police service in Canada, became the first-ever First Nations police service to opt into Ontario's policing legislation.

Since the CSPA came into effect, the commission has fulfilled all legislated obligations under the CSPA and its associated regulations. The commission also met all requirements outlined in the Memorandum of Understanding between the Solicitor General, the OPAAC Chair, and the Deputy Solicitor General, Community Safety.

All mandatory reporting and compliance obligations have been met during the year, including the annual report, business plan, certificate of assurance, quarterly risk assessments, financial statements and public disclosures. Performance metrics have been consistently met, except for minor delays due to the need for additional information on conciliation and *Police Services Act* (PSA) transitional appeal applications. Throughout the 2024-25 fiscal year, the commission delivered timely and effective conciliation, arbitration and adjudication services to police service boards and police associations as mandated.

I want to extend my sincere thanks to all commission committee members and OPAAC staff for their dedication, collaboration and guidance as we transitioned, taking on new responsibilities as an organization. Additionally, I would like to recognize the Ministry of the Solicitor General staff whose professionalism and commitment were instrumental in assisting with the implementation of OPAAC's expanded mandate.

Sig M. Walter
OPAAC Chair

Executive summary

For 2024-25 fiscal year, OPAAC outlined several strategic objectives:

- To ensure the effective and timely delivery of professional conciliation, arbitration and adjudication services,
- To review the list of conciliators, register of arbitrators and roster of adjudicators as required in accordance with the CSPA,
- To keep the Deputy Solicitor General and Solicitor General informed about important emerging labour relations and discipline issues in policing or within the commission,
- To foster harmonious policing labour relations.

The commission handled a total of 68 new conciliations, 12 new arbitration cases, eight PSA transitional appeals and 27 new adjudication cases (refer to **Appendix 1** for an activity summary for conciliations, arbitrations and adjudications which occurred in 2024-25). The total number of conciliation, arbitration and adjudication files, including carryover from earlier years reached 177 files.

Since the administration of police discipline adjudication and PSA transitional appeals are new additions to OPAAC's mandate, there is no historical data for comparison. Excluding adjudication files, OPAAC dealt with 142 conciliation and arbitration files compared to the 10-year trend of approximately 208 files. The 10-year activity summary is provided in **Appendix 2**.

A list of experienced conciliators, a register of professional arbitrators and a roster of qualified adjudicators is maintained by the commission to ensure effective dispute resolution support for Ontario's police services and police associations. To meet the new adjudication mandate, the commission recruited 32 adjudicators and one new arbitrator.

In addition, the OPAAC chair held four meetings with the Deputy Solicitor General and developed a quarterly risk assessment protocol that identified key risks and outlined mitigation strategies, ensuring proactive and transparent communication with senior leadership.

With the support of the Ontario Association of Police Service Boards (OAPSB), the Police Association of Ontario (PAO), and the Ontario Association of Chiefs of Police (OACP), the chair convened five meetings across the arbitration and adjudication committees to help foster harmonious policing labour relations. These meetings enabled the chair to advance processes and procedures to promote constructive engagement and collaboration among key policing stakeholders.

The commission's budget for fiscal year 2024-25 was \$6,776,200. The commission operated under budget during this period mainly due to a lower than anticipated volume of adjudication applications, which can be attributed to the transitional phase of the CSPA's implementation. However, adjudication application volumes are expected to rise significantly in the coming

years, which will likely result in increased operational expenditures. Please see the financial report section for additional information.

Mandate

The commission is a non-board governed agency whose mission is to provide for the neutral administration of labour relations grievances, budget disputes and police discipline adjudications. The commission administers professional conciliation, arbitration and adjudication services to police associations, police service boards and police services across the province. The commission's key responsibilities include:

- Promotion of harmonious labour relations in the policing community,
- Provision of conciliation services prior to arbitration,
- Administration of the mediation/arbitration process for police contract bargaining disputes and rights grievances,
- Administration of adjudication services,
- Assisting parties in negotiating a voluntary collective agreement,
- Maintaining records and sponsor the publication and distribution of information regarding agreements, decisions, arbitrations and awards.

The commission fulfils its mandate by ensuring service delivery is timely, professional, effective, accountable and aligned with the CSPA and the goals of the Ministry of the Solicitor General.

Legislative authority

The legislative authority of the commission is set out in Part IX of the CSPA. The statutory responsibilities are set out specifically in subsections 147 (4) and 148 (2) of the CSPA as follows:

The commission has the following responsibilities:

1. Selecting the members of and maintaining a register or registers of arbitrators who are available for appointment to conduct an arbitration under Part XIII.
2. Selecting the members of and maintaining a roster of adjudicators who are available for appointment to hold hearings under this act.
3. Assisting arbitrators and adjudicators appointed by the commission chair by making administrative arrangements in connection with arbitrations and adjudication hearings, including setting dates for hearings.
4. Fixing the fees of arbitrators appointed by the commission chair under section 229.
5. Sponsoring the publication and distribution of information about agreements, arbitrations, and awards under this act.

6. Maintaining records of agreements, decisions and awards made under Parts XII and XIII.
7. Any other prescribed responsibilities. 2019, c. 1, Sched. 1, s. 147 (4).

The commission is also subject to the following:

- *Accessibility for Ontarians with Disabilities Act, 2005* (AODA)
- *Occupational Health and Safety Act, 1990* (OHSA)
- *Freedom of Information and Protection of Privacy Act, 1990* (FIPPA)
- *Public Service of Ontario Act, 2006* (PSOA)
- Ontario's *Human Rights Code*
- All other applicable laws as well as Ontario government policies and directives including the Agencies and Appointments Directive (AAD).

Guiding Principles

- **Accountability:** Provincial agencies deliver public services and are accountable to the government through the responsible Minister.
- **Responsiveness:** Provincial agencies align their mandate and operations with government priorities and direction.
- **Efficiency:** Provincial agencies use public resources efficiently and effectively to carry out their mandates, as established by their respective constituting instruments. They operate in a cost-effective manner and pursue efficiencies throughout the agency's service delivery and administration.
- **Sustainability:** Provincial agencies operate in a way so that their current form is sustainable over the long-term while delivering a high standard of service to the public.
- **Transparency:** Good governance and accountability practices for provincial agencies are complemented by transparency in the form of public posting of governance and accountability documents including the business plan, annual report, MOU and expenses information.

Role of the commission

The Ontario Police Arbitration Commission was established in 1972 to facilitate effective and efficient processes to assist Ontario police associations and police service boards in resolving labour and contract bargaining disputes. On April 1, 2024, the commission was renamed and continued as the Ontario Police Arbitration and Adjudication Commission under the CSPA with

expanded responsibilities, including the administration of police discipline adjudications for municipal police services, the Ontario Provincial Police and First Nations police services (for those opted in to the CSPA pursuant to s. 32). Additional responsibilities include conciliation and arbitration services for First Nations police services (for those opted in to the CSPA s. 32) and municipal budget dispute resolution between police service boards and municipalities.

There are six conciliation and arbitration dispute categories:

1. Rights disputes involve the interpretation, application, administration or alleged violation of an existing collective agreement or arbitral award.
2. Interest disputes involve amendments to an existing collective agreement or establishing terms for a new collective agreement.
3. Duty of Fair Representation or DFR grievances by individual officers may not be filed against a police service board. However, arbitral jurisprudence has allowed individual officers to bring a DFR grievance against a police association.
4. Municipal Budget disputes involve the joint application by the municipal board and municipality to determine their operating budget.
5. First Nations Budget disputes involve the joint application by the minister and the First Nations board to determine their operating budget.
6. Part XIII Complaint involve an allegation to inquire into a complaint of an alleged contravention of Part XIII: Labour Relations.

In addition, to the above, there are six additional arbitration dispute categories totaling 12 arbitration file types:

7. First Nations Severance Pay disputes deal with severance issues arising from the abolition or reduction of a First Nation police service.
8. Severance Pay disputes deal with severance issues arising from the abolition or reduction of a police service.
9. OPP Detachment Budget disputes involve the application by the affected municipality and/or O.P.P detachment board to determine their operating budget.
10. Reprisal disputes involve the alleged complaint that a member or former member of a police service or special constable employed or formerly employed by a special constable employer suffered retaliation or threatened retaliation pursuant to section 190 of the CSPA.
11. Membership and Status disputes involve the decision to determine whether a person is subject to Part XIII of the CSPA as a police service member employed by a police service board, or whether a person is a senior officer or whether a person is prohibited from being a member of a police association because of section 220 of the CSPA.

12. Request to Separate Interest Bargaining disputes involve the alleged disagreement whether bargaining, conciliation and arbitration should be carried on with more than two categories within a police service (apart from senior officers).

There are seven adjudication categories:

1. PSA Appeals are transitional appeals formerly handled by the Ontario Civilian Police Commission (OCPD) pursuant to section 87 of the PSA.
2. Challenges to disciplinary measures imposed by a chief of police including suspensions, forfeiture of pay, reprimands and other permitted disciplinary measures of a police officer for misconduct or unsatisfactory work performance.
3. Demotion/Termination of a Police Officer involve the application to demote or terminate a police officer.
4. Demotion/Termination of a Police Chief or Deputy Police Chief involve the application to demote or terminate a police chief or deputy police chief.
5. Demotion/Termination of the Commissioner or Deputy Commissioner involve the application to demote or terminate the commissioner or deputy commissioner.
6. Record Expungement involve the application to prevent the expungement of a disciplinary record past 2 or 5 years.
7. Suspension Without Pay or SWOP involves the application to appeal a decision to impose suspension without pay on an officer.

In accordance with the CSPA, the chair appoints conciliators and mediator/arbitrators to resolve labour relations and budget disputes. The chair also appoints adjudicators to hear and adjudicate police officer disciplinary cases.

The commission does not influence, nor interfere with, the conciliation, arbitration or adjudication processes.

Composition of the commission

In accordance with subsection 147 (5) of the CSPA, the commission is composed of the following:

- a chair,
- vice chair(s),
- members of an Arbitration Committee,
- members of an Adjudication Committee, and
- members of other committees as may be prescribed.

In accordance with O. Reg. 403/23 of the CSPA, the arbitration committee consists of the following:

- Three members appointed by the Solicitor General on the recommendation of a police association or an organization representing police associations.
- Three members appointed by the Solicitor General on the recommendation of a police service board or an organization representing police service boards.
- If at least one First Nation board is constituted under s. 32 of the CSPA,
 - one member appointed by the Solicitor General on the recommendation of a police association representing the members of a police service maintained by a First Nation board or an organization representing such police associations, and
 - one member appointed by the Solicitor General on the recommendation of a First Nation board.
- The commission chair, as the chair of the committee.

In accordance with O. Reg. 403/23 of the CSPA, the adjudication committee consists of the following:

- Three members appointed by the Solicitor General on the recommendation of a police association or an organization representing police associations.
- Three members appointed by the Solicitor General on the recommendation of a chief of police or an organization representing chiefs of police.
- If at least one First Nation board is constituted under s. 32 of the CSPA,
 - one member appointed by the Solicitor General on the recommendation of a police association representing the members of a police service maintained by a First Nation board or an organization representing such police associations, and
 - one member appointed by the Solicitor General on the recommendation of a chief of police of a police service maintained by a First Nation board or an organization representing such chiefs of police.
- The commission chair, as the chair of the committee.

2024-25 Commission members

OPAAC chair

Sig Walter: January 18, 2025 to January 17, 2026

OPAAC vice-chair

Richard Stubbings: February 1, 2025 to January 31, 2026

Adjudication committee

- Representing police associations:

- Mark Baxter: January 31, 2024 to July 30, 2025
- Johnny Cerasuolo: January 31, 2024 to July 30, 2025
- Clayton Campbell: December 4, 2024 to December 3, 2026
- Jon Reid: January 31, 2024 to January 1, 2025 (Revoked)
- Representing police chiefs
 - Melissa Barron: January 31, 2024 to July 30, 2025
 - James MacSween: January 31, 2024 to July 30, 2025
 - Thai Truong: January 31, 2024 to July 30, 2025

Arbitration committee

- Representing police associations:
 - Mark Baxter: January 31, 2024 to July 30, 2025
 - Clayton Campbell: December 4, 2024 to December 3, 2026
 - Tim Reparson: January 31, 2024 to July 30, 2025
 - Jon Reid: January 31, 2024 to January 1, 2025 (Revoked)
- Representing police service boards
 - Alan Boughton: January 31, 2024 to July 30, 2025
 - Shawn Poland: January 31, 2024 to July 30, 2025
 - Patrick Weaver: January 31, 2024 to July 30, 2025

Please note: The public appointments process for First Nations representation on OPAAC has been initiated and will be completed in the 2025-26 fiscal year.

List of conciliators, registers of arbitrators and roster of adjudicators

There were no new additions to the list of conciliators. The commission added one new arbitrator, for a total of three conciliators and 18 arbitrators. Additionally, the commission successfully recruited 32 adjudicators, who were voted on, approved and placed on the roster by the adjudication committee members.

Organization

Ministry of the Solicitor General

Solicitor General

Deputy Solicitor General, community safety (reports to the Solicitor General)

Assistant deputy minister/chief administrative officer (ADM/CAO), corporate services division (reports to the Deputy Solicitor General, community safety)

Ministry staff reporting to the ADM/CAO, providing support to the commission:

Senior manager

- One lead
- One issues management advisor
- One senior program and research advisor
- One business and finance analyst

Program manager (reports to the senior manager)

- Six conciliation services assistants

Arbitration and adjudication commission

Commission chair (accountable to the Solicitor General)

Commission vice chair (acts in the place of the commission chair if the commission chair is absent or unable to act and performs tasks as delegated by the chair)

Adjudication committee: eight committee members (report to the chair)

- Three committee members representing police associations.
- One committee member representing First Nations police associations (appointment process underway).
- Three committee members representing chiefs of police.
- One committee member representing First Nations chiefs of police (appointment process underway).

Arbitration committee: eight committee members (report to the chair)

- Three committee members representing police associations.
- One committee member representing First Nations police associations (appointment process underway).
- Three committee members representing police service boards.
- One committee member representing First Nations police service boards (appointment process underway).

Financial report

Fiscal year 2024-25 budget:

Fiscal year 2024-25	Budget	Actuals	Variance
Salaries & Wages	\$1,040,000	\$698,282	\$341,718
Benefits	\$147,900	\$101,421	\$46,479
Transportation & communication	\$40,000	\$10,404	\$29,596
Services	\$5,534,300	\$534,814	\$4,999,486
Supplies & equipment	\$14,000	\$5,169	\$8,831
Total	\$6,776,200	\$1,350,090	\$5,426,110
Recoveries	-	(\$2,858)	-
Total less recoveries:	\$6,776,200	\$1,347,232	\$5,428,968

Note: The agency recovers certain costs associated with administering legislated services, as authorized by applicable legislation and regulations.

Services breakdown:

Fiscal year 2024-25	Budget	Actuals	Variance
Other services	\$3,500,000	\$244,429	\$3,255,571
Conciliation services	\$150,000	\$65,617	\$84,383
Arbitration services	\$300,000	\$137,336	\$162,664
Adjudication services	\$1,584,300	\$87,432	\$1,496,868
Total:	\$5,534,300	\$534,814	\$4,999,486

The commission's approved 2024-25 budget was \$6,776,200. Total expenditure for 2024-25 was \$1,347,232, net of recoveries received, which resulted in a surplus of \$5,428,968. The surplus is primarily due to the following factors:

- Slower than anticipated uptake of adjudication applications in the first year of the CSPA coming into force.
- Delays in the OPAAC case management modernization project resulted in no development costs being incurred in 2024-25. Work on this initiative, along with the associated expenses, is now expected to occur in 2025–26. Expenses related to the

case management system will be covered through the commission's existing base budget allocation.

- Decision to defer recruitment activities to better align with uptake in applications submitted to the commission.

Appointee remuneration.

Total remuneration for all the commission appointees for the 2024-25 fiscal year was \$196,136.

Appointee	Total Annual Remuneration	Per Diem Remuneration
Sig Walter, chair (part-time)	\$107,880	\$744
Richard Stubbings, vice-chair (part-time)	\$79,288	\$583
Mark Baxter, member (part-time)	\$4,720	\$472
Alan Boughton, member (part-time)	\$1,416	\$472
Shawn Poland, member (part-time)	\$944	\$472
Tim Reparon, member (part-time)	\$944	\$472
Patrick Weaver, member (part-time)	\$944	\$472
John Cerasuolo, member (part-time)	\$0	\$472
Clayton Campbell, member (part-time)	\$0	\$472
Melissa Barron, member (part-time)	\$0	\$472
James MacSween, member (part-time)	\$0	\$472
Thai Truong, member (part-time)	\$0	\$472
Total:	\$196,136	

Note: Receipt of per diems is voluntary and may be declined. Employees of the Ontario Public Service are not eligible to receive per diems.

Overview of programs and activities

Conciliation services

If parties are unable to resolve their differences through negotiation or discussion, an application may be made to the commission chair to appoint a conciliator in accordance with the CSPA.

An impartial conciliation officer is appointed to assist the parties in resolving or reducing the number of outstanding bargaining issues.

If the conciliation process is unsuccessful, unresolved issues may be referred to arbitration at the request of either party. The purpose of conciliation is to assist parties in reaching a mutually agreeable resolution without proceeding to arbitration, thereby avoiding expensive and potentially lengthy proceedings for all parties involved.

The commission uses the services of three experienced conciliators with schedules that allow them to accommodate same day meetings for multiple conciliation cases.

2024-25 conciliation highlights:

- 68 new applications for conciliator appointments
- 94 conciliation files were handled in total, including carryover from previous years

Including carryover files, conciliation activity in fiscal year 2024–25 remained below the commission’s 10-year average of 148.5 cases per year. A total of 68 new conciliation applications were filed, representing a 11.5% increase from the previous fiscal year of 61 new conciliation applications. With the addition of 26 carryover files from prior years, the commission handled 94 conciliation files overall. The detailed conciliation activity report, which includes grievance types and outcomes, is available in **Appendix 1** and the 10-year activity summary in **Appendix 2**.

Mediation-Arbitration services

If parties are unable to resolve their differences through conciliation and cannot agree on a joint appointment of an arbitrator, they may request the commission chair to appoint an arbitrator in accordance with the CSPA.

2024-25 arbitration highlights:

- 12 new applications for arbitrator appointments
- 48 arbitration files were handled in total, including carryover from previous years

Arbitration activity in fiscal year 2024-25 was approximately 45.2% below the commission’s 10-year average of 22 new cases per year. The detailed activity report is available in **Appendix 1** and the 10-year activity summary in **Appendix 2**.

Adjudication services

When a disciplinary hearing is required under the act, an application may be made to the commission chair to appoint an adjudicator(s) to conduct a hearing in accordance with the CSPA and regulations made under this act.

2024-25 adjudications highlights:

- 27 new applications for adjudicator appointments

Adjudication activity commenced in fiscal year 2024–25 following the implementation of the CSPA. As this is the first reporting year for adjudication, all cases received were new applications, with no carryover from previous years. The commission received 27 adjudication applications in fiscal year 2024-25. The detailed adjudication activity report is available in **Appendix 1**.

2024-25 Police Services Act appeal (PSA) highlights:

- 8 new applications for PSA appeals

As of April 1, 2024, the commission assumed responsibility for PSA appeals under the transitional provisions of the CSPA. These legacy matters were initiated prior to the legislative transition and remained active under the previous framework. In fiscal year 2024–25, the commission received a total of eight PSA appeal files for processing. The detailed PSA appeal activity report is available in **Appendix 1**.

Mitigation of undue labour relations strife - strategic direction

The commission has and will continue to use its statistical database to identify the frequency with which police services, police associations, individuals employed by a police service, or the Solicitor General apply to the commission for conciliation services or for appointment of an arbitrator or adjudicator. Where statistical analysis identifies anomalous or statistically significant surges in the volume of applications for conciliation, arbitration or adjudication, the commission will make its observations known to its committee members and the organizations they represent. Subject to the outcome of discussion with the commission's committee members, the chair may write to a police service and police association offering the commission's assistance if the workplace parties mutually agree.

Distribution of labour relations information

The commission continues to provide information about its services to stakeholders and the public in a transparent and accessible manner. The commission's website (www.policearbitration.gov.on.ca) provides historic information on arbitration and adjudication decisions and communicates policies, procedures and accountability documents to

stakeholders, legal counsel, labour relations personnel in the broader public sector and the public. Individuals can freely access this information and use the awards, summaries and agreements as research materials. The commission’s website complies with the [Accessibility for Ontarians with Disabilities Act, 2005](#). The commission has taken the necessary steps for its website to be fully operative and to comply with all regulatory standards.

Performance measures – fiscal year 2024-25

The following performance measures outline results for meeting the commission’s business objectives and strategies.

1. Core business function: conciliation

The expectation is that every application is acknowledged within the same business day, apart from complex applications that require further interpretation or direction from the chair.

The results indicate that the commission’s average response time in 2024-25 was 1.2 days, slightly higher than the five-year benchmark of 1.0 day. This modest increase is attributed to internal workload adjustments required during the commission’s transition from the PSA to the CSPA. The commission continues to prioritize timely service delivery.

Objective	Outcome statement	Measure	Result achieved
Ensure timely delivery of professional services by qualified conciliators	Efficient delivery of administration services to support the conciliation caseload	At or below the previous five-year average number of days to respond from receipt of application to first contact of 1.0 day	Average number of days to respond from receipt of application to first contact: 1.2 days

2. Core business function: mediation/arbitration

As with conciliation, every application for arbitration is acknowledged within the same business day, with an exception for complex applications that require further interpretation or direction from the chair.

In fiscal year 2024–25, the average response time remained steady at 1.0 day. This consistency was maintained despite operational changes associated with the commission’s transition from the PSA to the CSPA. The commission achieved its service objective.

Objective	Outcome statement	Measure	Result achieved
Ensure timely delivery of professional services by qualified mediator/arbitrators	Efficient delivery of administration services to support the mediation/arbitration caseload	At or below the previous five-year average number of days to respond from receipt of application to first contact of 1.0 day	Average number of days to respond from receipt of application to first contact: 1.0 day

3. Core business function: adjudication

As fiscal year 2024–25 marked the first year of adjudication activity under CSPA, there is no five-year response time benchmark available. In this first year of reporting, the average response time from receipt of application to first contact was 1.0 day. This result will serve as a baseline reference for evaluating performance trends in future reporting periods.

Objective	Outcome statement	Measure	Result achieved
Ensure timely delivery of professional services by qualified adjudicators	Efficient delivery of administration services to support the adjudication caseload	Response time to be monitored and baseline established starting in FY 2024–25	Average number of days to respond from receipt of application to first contact: 1.0 day

4. Core business function: PSA appeals

The commission assumed responsibility for legacy PSA appeals in fiscal year 2024–25 under the transitional provisions of the CSPA. As this is the first year PSA appeals have been administered by the commission, no five-year benchmark exists. The average response time from receipt of appeal to first contact in 2024–25 was 1.4 days, establishing the initial baseline for tracking performance over time.

Objective	Outcome statement	Measure	Result achieved
Ensure timely delivery of services for legacy PSA appeal files	Efficient delivery of administration services to support the transitional PSA matters caseload	Response time to be monitored and baseline established starting in FY 2024–25	Average number of days to respond from receipt of application to first contact: 1.4 days

5. Core business function: maintain and distribute information & research materials

The commission consistently meets the requirement to publish and distribute collective agreements, as well as arbitration and adjudication awards and decisions. In fiscal year 2024–25, the average posting time from receipt of the summary remained at 1.0 day, maintaining the performance first achieved in 2023–24 and continuing to meet the target benchmark of 1.0 days. The commission achieved its objective.

Objective	Outcome statement	Measure	Result achieved
Improve stakeholder accessibility to the application process	Enhanced access to information on the commission’s website	At or below the previous five-year average number of days for new awards to be published on the commission website from receipt of summary of 1.0 day	Average number of days for new awards to be published on website from receipt of summary: 1.0 day

Appendix 1 - Activity summary: fiscal year 2024-25

Conciliation activity summary

Results from conciliation appointments	Conciliation files processed	Rights grievances	Interest disputes	Duty of fair representation	Severance pay
Carryover of files from 2022-23	6	5	1	0	0
Carryover of files from 2023-24	20	20	0	0	0
New conciliation requests 2024-25	68	58	8	2	0
Total conciliation files:	94	83	9	2	0

Conciliation file outcomes in 2024-25

File outcomes	Total
Withdrawn	6
Resolved	9
Unresolved	30
On Hold	21
In Progress	25
Inactive	3
Total files handled:	94

Arbitration activity summary

Results from arbitration appointment	Arbitration files processed	Rights grievances	Interest disputes	Duty of fair representation	Severance pay
Carryover of files from 2021-22	6	5	0	1	0
Carryover of files from 2022-23	12	9	0	3	0
Carryover of files from 2023-24	18	14	1	3	0
New Arbitration requests 2024-25	12	12	0	0	0
Total arbitration files	48	40	1	7	0

Arbitration file outcomes in 2024-25

Outcomes	Total
Inactive	5
In progress	32
Final awards delivered	5
Mediated settlement	1
Withdrawn	1
Agreed to own arbitrator	0
Settled prior to arbitration	4
Total files handled:	48

Adjudication activity summary

Results from adjudication appointments	Adjudication files processed	Demotion or termination of a police officer	Demotion or termination of a police chief or deputy police chief	Demotion or termination of the commissioner or deputy commissioner	Records expungement	Challenges to disciplinary measures imposed by the chief of police	SWOP
New adjudication requests 2024-25	27	21	0	0	0	4	2
Total adjudication files:	27	21	0	0	0	4	2

Adjudication file outcomes in 2024-25

File outcomes	Total
Settlement	3
In progress	22
Settled prior	2
Total files handled:	27

PSA appeal activity summary

Results from PSA appeal appointments	PSA appeal files processed
New appeal requests 2024-25	8
Total PSA appeal files:	8

PSA appeal file outcomes in 2024-25

File outcomes	Total
In progress	7
Dismissed	1
Total files handled:	8

Appendix 2 - Activity summary: 10-year overview

Conciliation files

Categories	15-16	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24	24-25	Average
New conciliation applications	103	84	131	70	100	234	93	52	61	68	99.6
Rights grievances	85	72	118	62	83	228	87	49	56	58	89.8
Interest disputes	15	7	9	3	11	2	0	1	1	8	5.7
Duty of fair representation (DFR)	3	5	4	5	6	4	6	2	4	2	4.1
Severance pay	0	0	0	0	0	0	0	0	0	0	0
Total conciliation applications	129	115	166	104	128	268	260	132	89	94	148.5
Rights grievances	109	97	149	93	108	256	247	125	82	83	134.9
Interest disputes	17	13	13	6	13	7	3	2	2	9	8.5
Duty of fair representation (DFR)	3	5	4	5	7	5	10	5	5	2	5.1
Severance pay	0	0	0	0	0	0	0	0	0	0	0

Arbitration files

Categories	15-16	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24	24-25	Average
New arbitration applications	15	29	23	32	20	16	30	19	23	12	21.9
Rights grievances	11	24	20	28	15	13	26	16	19	12	18.4
Interest disputes	4	1	3	3	2	2	2	0	1	0	1.8
Duty of fair representation (DFR)	0	4	0	1	3	0	2	3	3	0	1.6

Categories	15-16	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24	24-25	Average
Severance pay	0	0	0	0	0	1	0	0	0	0	0.1
Total arbitration applications	37	39	41	51	57	60	86	91	53	48	56.3
Rights grievances	26	30	36	45	48	49	73	78	44	40	46.9
Interest disputes	4	3	3	4	5	7	9	7	1	1	4.4
Duty of fair representation (DFR)	3	6	2	2	4	3	3	5	8	7	4.3
Severance pay	4	0	0	0	0	1	1	1	0	0	0.7

Total conciliation and arbitration files over 10 years

Categories	15-16	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24	24-25	Average
Total new applications	118	113	154	102	120	250	123	71	84	80	121.5
Total new and carryover applications	166	154	207	155	185	328	346	223	142	142	204.8

Total files handled by OPAAC in 2024-25

Note that since the administration of police discipline adjudication and PSA transitional appeals are new additions to OPAAC's mandate, there is no historical data for comparison. Below is a summary of the total files handled by OPAAC in 2024-25.

Categories	Total files handled in 2024-25
Conciliation files	94
Arbitration files	48
Adjudication files	27
Transitional PSA appeal files	8
Total files handled in 2024-25	177

Ontario Police Arbitration and Adjudication Commission
Annual Report
Fiscal Year 2024-25

Contact the Ontario Police Arbitration and Adjudication Commission at:

25 Grosvenor Street
15th Floor
Toronto ON M7A 1Y6
Telephone: 416 314-3520
Facsimile: 416 314-3522
Email: opaac@ontario.ca

www.policearbitration.gov.on.ca