

2025 Bill 4

Second Session, 31st Legislature, 4 Charles III

THE LEGISLATIVE ASSEMBLY OF ALBERTA

BILL 4

PUBLIC SAFETY AND EMERGENCY SERVICES
STATUTES AMENDMENT ACT, 2025 (NO. 2)

THE MINISTER OF PUBLIC SAFETY AND EMERGENCY SERVICES

First Reading

Second Reading

Committee of the Whole

Third Reading

Royal Assent

Bill 4

BILL 4

2025

PUBLIC SAFETY AND EMERGENCY SERVICES STATUTES AMENDMENT ACT, 2025 (NO. 2)

(Assented to , 2025)

HIS MAJESTY, by and with the advice and consent of the
Legislative Assembly of Alberta, enacts as follows:

Corrections Act

Amends RSA 2000 cC-29

1(1) The *Corrections Act* is amended by this section.

(2) Section 1(b)(iii) is repealed.

(3) Section 13 is repealed and the following is substituted:

Agreements

13(1) In this section, “penitentiary” means a penitentiary as defined in the *Corrections and Conditional Release Act* (Canada).

(2) The Minister may enter into agreements with the Government of Canada or the government of any province or territory respecting the following:

Explanatory Notes

Corrections Act

1(1) Amends chapter C-29 of the Revised Statutes of Alberta 2000.

(2) Section 1(b)(iii) presently reads:

1 In this Act,

(b) “correctional institution” means

(iii) a forestry or similar facility operated by the Government of Alberta,

(3) Section 13 presently reads:

13 The Minister may enter into an agreement or agreements with the Government of Canada or the government of any province or territory respecting the rental, purchase or other use of services and facilities of the Government of Canada or the government of that other province or territory required for the purposes of this Act.

- (a) the transfer of inmates between a correctional institution and
 - (i) a penitentiary within or outside Alberta, or
 - (ii) an institution for the custody of inmates in another province or territory;
- (b) the rental, purchase or other use of services or facilities of the Government of Canada or the government of another province or territory required for the purposes of this Act.

Disclosure to Protect Against Domestic Violence (Clare's Law) Act

Amends SA 2019 cD-13.5

2(1) The *Disclosure to Protect Against Domestic Violence (Clare's Law) Act* is amended by this section.

(2) Section 1 is amended

(a) by adding the following after clause (c):

- (c.1) "health information" means health information within the meaning of the *Health Information Act*;

(b) by adding the following after clause (f):

- (g) "personal information" means personal information within the meaning of the *Personal Information Protection Act* or the *Protection of Privacy Act*, or both, as applicable;
- (h) "record" means any electronic record or other record in any form in which information, including personal information or health information, is contained or stored, including information in any written, graphic, electronic, digital, photographic, audio or other medium;
- (i) "threat assessment" means a threat assessment prepared under section 2.1.

(3) Section 2 is amended

**Disclosure to Protect Against Domestic
Violence (Clare's Law) Act**

2(1) Amends chapter D-13.5 of the Statutes of Alberta, 2019.

(2) Adds definitions.

(3) Section 2 presently reads in part:

(a) in subsection (1) by adding “and records containing personal information” after “personal information”;

(b) by adding the following after subsection (1):

(1.1) In addition to the collection, use and disclosure of personal information and records authorized by subsection (1), the Minister may collect, use or disclose personal information, health information and records for the purposes of preparing and disclosing a threat assessment under section 2.1.

(c) by repealing subsection (2) and substituting the following:

(2) If the Minister enters into an agreement with the Government of Canada or the government of any province or territory in relation to the sharing of information or records for the purposes of this Act or legislation that has similar purposes in the other jurisdiction, then a police service or the Minister may, in accordance with that agreement, collect, use or disclose

(a) personal information or records containing personal information for the purposes referred to in subsection (1), and

(b) personal information, health information or records for the purposes referred to in subsection (1.1).

(4) The following is added after section 2:

Threat assessments

2.1(1) Subject to the regulations, the Minister may, in accordance with the regulations, if any, prepare a threat assessment that describes an individual’s risk of perpetrating violence and provides recommendations to mitigate the risk of violence.

(2) The Minister may disclose a threat assessment for a purpose prescribed in the regulations to the following:

(a) a department, branch or agency of the Government of Alberta or a department, branch or agency of the government of another jurisdiction in Canada;

2(1) A police service or the Minister may collect, use or disclose personal information for the purposes of

(2) If the Minister enters into an agreement with the Government of Canada or the government of any province or territory in relation to the sharing of information for the purposes of this Act or legislation that has similar purposes in the other jurisdiction, then a police service or the Minister may collect, use or disclose personal information for the purposes referred to in subsection (1) in accordance with that agreement.

(4) Threat assessments; requiring information and access.

- (b) a court with jurisdiction in Canada;
- (c) a police service in Alberta or another jurisdiction in Canada;
- (d) a correctional institution in Canada or a penitentiary within the meaning of the *Corrections and Conditional Release Act* (Canada);
- (e) a person, organization or entity identified in the regulations as a person to whom or an organization or entity to which a threat assessment may be disclosed.

(3) A recipient of a threat assessment under subsection (2) shall comply with the terms and conditions set out in the regulations, if any.

(4) If, in the course of preparing a threat assessment, the Minister determines that the subject of the threat assessment poses an imminent risk of danger to an individual, the Minister may, prior to completing the threat assessment, disclose to a person to whom or an organization or entity to which a threat assessment may be disclosed under subsection (2) information, including personal information or health information, or a record

- (a) collected under section 2(1.1),
- (b) received or accessed under section 2.2, or
- (c) created in the course of preparing the threat assessment under this section.

Requiring information and access

2.2(1) Subject to the regulations, if any, the Minister may require a person, organization or entity referred to in subsection (4) to

- (a) provide the Minister with information, including personal information and health information, or records that the Minister considers necessary to prepare a threat assessment, or
- (b) authorize the Minister to access on an ongoing basis information, including personal information and health

information, or records that the Minister considers necessary to prepare a threat assessment.

(2) The person, organization or entity shall, in accordance with the regulations, if any, provide the required information or records to the Minister or authorize the Minister to access the required information or records within the period set out in the regulations or, if the regulations do not set out a period, within a reasonable period.

(3) If the person, organization or entity fails to provide the required information or records or fails to authorize the Minister to access the required information or records within the period set out in the regulations or, if the regulations do not set out a period, within a reasonable period, the Minister may, in accordance with the regulations, take necessary measures to collect the required information or records from the person, organization or entity.

(4) For the purposes of this section, the Minister may require the following to provide information, including personal information and health information, or records or to authorize the Minister to access information, including personal information and health information, or records:

- (a) another department, branch or agency of the Government of Alberta;
- (b) a police service;
- (c) a person, organization or entity identified in the regulations as a person to whom or an organization or entity to which this section applies.

(5) Section 5 is amended

- (a) by renumbering it as section 5(1);**
- (b) in subsection (1) by adding “or records” after “disclosure information,”;**
- (c) by adding the following after subsection (1):**
 - (2) Nothing in this Act prevents a recipient of a threat assessment from disclosing information or records, including the threat assessment or information contained in the threat

(5) Section 5 presently reads:

5 Nothing in this Act prevents a police service from disclosing information, including disclosure information, that the police service is otherwise permitted or authorized by law to disclose.

assessment, that the recipient of the threat assessment is otherwise permitted or authorized by law to disclose.

(6) Section 7 is repealed and the following is substituted:

Immunity

7(1) No action or other proceeding lies or shall be instituted against any person, organization or entity referred to in subsection (2) based on any cause of action arising out of, resulting from, relating to or incidental to

- (a) the enactment of this Act,
- (b) the application of this Act or any provision of this Act,
- (c) anything done, caused, permitted or authorized to be done, attempted to be done or omitted to be done under or in connection with this Act, and
- (d) a disclosure of information, including personal information and health information, or a record if disclosed under the authority of this Act.

(2) This section applies to the following:

- (a) the Minister or an agent, employee, delegate or subdelegate of the Minister;
- (b) the Government of Alberta or an agent or employee of the Government of Alberta;
- (c) a police service or an agent, employee or member of a police service;
- (d) a police committee, police commission or regional police commission or a member of a police committee, police commission or regional police commission;
- (e) the Independent Agency Police Service Oversight Board established under section 33.8 of the *Police Act* or a member of the Independent Agency Police Service Oversight Board;

(6) Section 7 presently reads:

7 No action or other proceeding lies or shall be instituted against the Minister or an agent, employee, delegate or subdelegate of the Minister, the Government of Alberta or an agent or employee of the Government of Alberta, a police service or an agent, employee or member of a police service or a police committee, police commission or regional police commission or a member of a police committee, police commission or regional police commission based on any cause of action arising out of, resulting from, relating to or incidental to

- (a) the enactment of this Act,*
- (b) the application in good faith of this Act or any provision of this Act,*
- (c) anything done, caused, permitted or authorized to be done, attempted to be done or omitted to be done in good faith pursuant to or in connection with this Act, and*
- (d) any disclosure of disclosure information by a police service if the disclosure is made in good faith.*

- (f) a recipient of a threat assessment, or an agent, employee or member of a recipient of a threat assessment, described in section 2.1(2);
- (g) a person, organization or entity, or an agent or employee of the person or an agent, employee or member of the organization or entity, that
 - (i) provides information or records to the Minister under section 2.2, or
 - (ii) authorizes the Minister to access information or records under section 2.2.

(7) Section 9 is amended by adding the following after subsection (2):

- (3) Subsection (1)(a) does not apply to information that comes to the knowledge of a police service or a member, agent, employee or delegate of a police service or the Minister or a delegate or subdelegate of the Minister under section 2(1.1), 2.1 or 2.2.

(8) Section 12(1) is amended

(a) by adding the following after clause (a):

- (a.1) respecting the preparation, use and disclosure of a threat assessment under section 2.1, including regulations
 - (i) respecting the circumstances in which or purposes for which a threat assessment may be prepared,
 - (ii) respecting the manner and method of preparing a threat assessment,
 - (iii) respecting information and records that may be considered in preparing a threat assessment,
 - (iv) prescribing the purposes for which a threat assessment may be disclosed,
 - (v) identifying a category of persons to whom or an entity or organization to which a threat assessment may be disclosed, and

(7) Adds exception to non-compellability for information relating to threat assessments.

(8) Section 12(1) presently reads in part:

12(1) The Lieutenant Governor in Council may make regulations

(f) respecting the collection, use or disclosure of information for the purposes of this Act by a police service or the Minister;

- (vi) respecting terms and conditions that may be imposed on the use and disclosure of a threat assessment by the recipient of a threat assessment;
- (a.2) respecting the Minister's powers to require information and records or require authorization to access information and records for the preparation of threat assessments under section 2.2, including regulations
 - (i) respecting the type and format of information and records that may be required and the method by which and the period within which information and records must be provided to the Minister,
 - (ii) respecting the manner of authorizing access to information and records, the type of information and records for which authorization to access may be required and the period within which authorization to access information and records must be provided to the Minister,
 - (iii) identifying information and records subject to the *Health Information Act*, *Personal Information Protection Act* or the *Protection of Privacy Act* that the Minister can require to be provided to the Minister or the Minister can require authorization to access, and
 - (iv) identifying a category of persons or an entity or organization required to provide information and records to the Minister or to authorize the Minister to access information and records;
- (a.3) respecting the Minister's powers to take measures to collect required information and records under section 2.2, including regulations providing and respecting the power to
 - (i) access premises where required information or records may be located,
 - (ii) require the production of information or records,
 - (iii) examine, make copies of and remove records,

- (iv) access electronic data processing equipment at or in the premises where required information or records may be located and to direct any person to assist with the use of the equipment,
 - (v) access databases or other electronic sources of information or records in which required information or records may be retained and to direct any person to assist with the use of the databases or other electronic sources of information or records,
 - (vi) make inquiries of any person and to demand a response from that person,
 - (vii) order a person, entity or organization to take measures specified in an order within the period specified in the order, and
 - (viii) apply for court orders in support of the exercise of the Minister's powers;
- (b) in subsection (f) by adding "or records" after "disclosure of information".

Employment Standards Code

Amends RSA 2000 cE-9

3(1) The *Employment Standards Code* is amended by this section.

(2) Section 2(2) is amended by striking out "or" at the end of clause (a) and adding the following after clause (a):

- (a.1) employees who are members of an independent agency police service appointed pursuant to the *Police Act* and their employers with respect to the employment of those employees, but only if the bargaining agent for the police officers of the independent agency police service and the employer have entered into or are bound by a collective agreement under the *Police Officers Collective Bargaining Act*, or

Employment Standards Code

3(1) Amends chapter E-9 of the Revised Statutes of Alberta 2000.

(2) Section 2(2) presently reads in part:

(2) Except for provisions relating to leaves under Divisions 7 to 7.6 and other provisions of this Act necessary to give effect to those provisions, this Act does not apply to

(a) employees who are members of a municipal police service appointed pursuant to the Police Act and their employers with respect to the employment of those employees, or

Labour Relations Code

Amends RSA 2000 cL-1

4(1) The *Labour Relations Code* is amended by this section.

(2) Section 4(2)(d) is amended by adding “or independent agency police service” **after** “municipal police service”.

Police Act

Amends RSA 2000 cP-17

5(1) The *Police Act* is amended by this section.

(2) Section 31(1)(f) is amended by adding “, with a focus on merit and increased community engagement,” **after** “develop”.

(3) Section 33.6(2) is amended by adding “or lawfully admitted to Canada for permanent residence” **after** “Canadian citizen”.

(4) Subsection (2) comes into force on January 1, 2026.

Police Amendment Act, 2022

Amends SA 2022 c22

6(1) The *Police Amendment Act, 2022* is amended by this section.

Labour Relations Code

4(1) Amends chapter L-1 of the Revised Statutes of Alberta 2000.

(2) Section 4(2)(d) presently reads:

(2) This Act does not apply to

(d) employees who are police officers of a municipal police service appointed pursuant to the Police Act, except to the extent that this Act is made applicable by the Police Officers Collective Bargaining Act;

Police Act

5(1) Amends chapter P-17 of the Revised Statutes of Alberta 2000.

(2) Section 31(1)(f) presently reads:

31(1) Where a commission has been established, the commission shall, in the carrying out of its responsibilities, oversee the police service and shall do the following:

(f) develop a diversity and inclusion plan in conjunction with the police service;

(3) Section 33.6(2) presently reads:

(2) To be eligible to be appointed as a police officer of an independent agency police service, a person must be a Canadian citizen and meet the other qualifications specified by the regulations and the Oversight Board.

(4) Coming into force.

Police Amendment Act, 2022

6(1) Amends chapter 22 of the Statutes of Alberta, 2022.

(2) Section 15(a)(ii)(A)(l) is amended by striking out “of the Police Review Commission”.

(3) Section 24 is amended in the new section 37(3) by adding “or the Oversight Board, as the case may be,” after “commission”.

Police Officers Collective Bargaining Act

Amends RSA 2000 cP-18

7(1) The *Police Officers Collective Bargaining Act* is amended by this section.

(2) Section 1 is amended

(a) in clause (b)(i) by striking out “constable and deputy chief constables” and substituting “and deputy chiefs of a police service”;

(b) in clause (c)

(i) in subclause (i) by striking out “constable and deputy chief constables” and substituting “and deputy chiefs of the police service”;

(ii) by striking out “or” at the end of subclause (i) and adding the following after subclause (i):

(i.1) the police officers of an independent agency police service who hold the rank of inspector or higher, excluding the chief and deputy chiefs of the police service,

(2) Section 15(a)(ii)(A)(I) presently reads:

15 Section 20 is amended

(a) in subsection (1)

(ii) in clause (d)

(A) in subclause (i)

(I) by striking out “chief of a police service” and substituting “chief executive officer of the Police Review Commission”;

(3) Section 24 presently reads in part:

(3) For a notice of termination served under subsection (2) to take effect, the commission must confirm the termination of the police officer within 30 days of serving the notice of termination.

Police Officers Collective Bargaining Act

7(1) Amends chapter P-18 of the Revised Statutes of Alberta 2000.

(2) Section 1 presently reads in part:

1 In this Act,

(b) “bargaining agent” means

(i) the police association that represents a majority of the police officers who hold the rank of inspector or higher, excluding the chief constable and deputy chief constables, or

(c) “bargaining unit” means

(i) the police officers of a municipal police service who hold the rank of inspector or higher, excluding the chief constable and deputy chief constables, or

(ii) the police officers of a municipal police service who hold ranks lower than that of inspector;

- (iii) **by adding “or” at the end of subclause (ii) and adding the following after subclause (ii):**
 - (iii) the police officers of an independent agency police service who hold ranks lower than that of an inspector;
- (c) **in clause (e) by adding “or an independent agency police service” after “municipality”;**
- (d) **by adding the following after clause (g):**
 - (g.1) “independent agency police service” means an independent agency police service as defined in the *Police Act*;
- (e) **in clause (h)**
 - (i) **in subclauses (i) to (iii) by adding “or an independent agency police service” after “municipality”;**
 - (ii) **by striking out “municipal police service or to aid another employer in compelling the employees of that employer” and substituting “municipal police service or independent agency police service, or to aid another employer in compelling the employees of that employer,”;**
- (f) **in clause (j) by adding “or an independent agency police service” after “municipality”;**
- (g) **in clause (k)**
 - (i) **by striking out “either”;**
 - (ii) **in subclause (i) by striking out “constable and deputy chief constables” and substituting “and deputy chiefs of the police service”;**
 - (iii) **by striking out “or” at the end of subclause (i) and adding the following after subclause (i):**
 - (i.1) the police officers of an independent agency police service who hold the rank of inspector or higher,

- (e) *“collective agreement” means an agreement in writing between a municipality and a bargaining agent containing terms or conditions of employment;*
- (h) *“lockout” includes*
 - (i) *the closing of a place of employment by a municipality,*
 - (ii) *the suspension of duties by a municipality, or*
 - (iii) *a refusal by a municipality to continue to employ police officers,*

for the purpose of compelling the police officers of a municipal police service or to aid another employer in compelling the employees of that employer to accept terms and conditions of employment;
- (j) *“open period” means, with respect to a municipality and a bargaining agent,*
 - (i) *if no collective agreement is in effect, any time, or*
 - (ii) *if a collective agreement is in effect, any time after notice to commence collective bargaining is served under section 5;*
- (k) *“police association” means an association of either*
 - (i) *the police officers of a municipal police service who hold the rank of inspector or higher, excluding the chief constable and deputy chief constables, or*
 - (ii) *the police officers of a municipal police service who hold ranks lower than that of inspector*

that is limited to members of one municipal police service and has collective bargaining among its objects;
- (l) *“police officers” means the members of the municipal police service appointed for policing duties and duties incidental to those duties;*
- (m) *“strike” includes*
 - (i) *a cessation of work or duties,*

excluding the chief and deputy chiefs of the police service,

(iv) by adding “or” at the end of subclause (ii) and adding the following after subclause (ii):

(iii) the police officers of an independent agency police service who hold ranks lower than that of an inspector

(v) by adding “or one independent agency police service” after “one municipal police service”;

(h) in clause (l) by adding “or independent agency police service” after “municipal police service”;

(i) in clause (m) by adding “or independent agency police service” after “municipality”.

(3) Section 2 is amended

(a) in subsection (1)

(i) by striking out “constable and deputy chief constables” and substituting “and deputy chiefs of a police service”;

(ii) in clause (b) by adding “or independent agency police service” after “municipality”;

(b) in subsection (2) by striking out “local authority” and substituting “participating employer”.

(4) Sections 3(2) and 4(1) are amended by adding “or independent agency police service” after “municipality”.

(ii) *a refusal to work or carry out duties, and*

(iii) *a refusal to continue to work or carry out duties,*

by 2 or more police officers acting in combination or in concert or in accordance with a common understanding for the purpose of compelling the municipality to agree to terms or conditions of service or to aid other employees to compel their employer to accept terms and conditions of service or employment;

(3) Section 2 presently reads in part:

2(1) All police officers, except the chief constable and deputy chief constables, have the right

(b) to bargain collectively with the municipality to which they are appointed through a bargaining agent,

except that no police officer shall remain or become a member of a trade union or of an organization that is affiliated, directly or indirectly, with a trade union.

(2) Notwithstanding subsection (1), if an application by a local authority within the meaning of the Special Forces Pension Plan to bring its police officers under that Plan has been granted, there is no right to bargain collectively for pension benefits.

(4) Sections 3(2) and 4(1) presently read:

3(2) No municipality shall lock out or threaten to lock out members of a bargaining unit.

4(1) A municipality may

(a) bargain collectively with a bargaining agent, and

(5) Section 5 is amended

- (a) in subsection (1) by adding** “or independent agency police service, as the case may be,” **after** “municipality”;
- (b) in subsection (3) by adding** “or independent agency police service” **after** “municipality”.

(6) Sections 6, 15, 17(2)(b), 27, 30(1)(a) and 32 are amended by adding “or independent agency police service” **after** “municipality” **wherever it occurs.**

(b) bargain through a committee appointed to bargain on its behalf.

(5) Section 5 presently reads in part:

5(1) Either the bargaining agent or the municipality may

(3) When a notice to commence collective bargaining has been served pursuant to this section, the bargaining agent and the municipality, without delay, but in any event within 15 days after notice is served, shall

(6) Sections 6, 15, 17(2)(b), 27, 30(1)(a) and 32 presently read in part:

6 A collective agreement entered into by a bargaining agent and a municipality, insofar as its provisions do not conflict with this Act, is binding on

(b) the municipality.

15 To ensure that wages and benefits are fair and reasonable to the police officers and the municipality and are in the best interest of the public, the interest arbitration board

17(2) An award of an interest arbitration board is binding on

(b) the municipality,

and the parties shall forthwith give effect to it.

27 If a difference arises between the municipality and the bargaining agent or a person bound by the collective agreement during the time between the date the collective agreement ceases to be in effect and the date on which a new or renewed collective agreement comes into force, the provisions that were contained in the collective agreement pursuant to sections 20 and 21 apply to the parties and the difference as if the collective agreement had remained in effect.

30(1) The arbitrator or the chair of the grievance arbitration board or other body may

(a) at any reasonable time enter any premises, other than a private dwelling, where work is being done or has been done by police officers or in which a municipality carries on

(7) Section 34(1) is amended by striking out “or a municipality fails to comply with an award of an arbitrator or grievance arbitration board or other body, any municipality” **and substituting** “, a municipality or an independent agency police service fails to comply with an award of an arbitrator or grievance arbitration board or other body, a municipality, independent agency police service”.

(8) Section 36 is amended

- (a) in subsection (1) by striking out** “municipality and no person acting on behalf of a municipality” **and substituting** “municipality or independent agency police service and no person acting on behalf of a municipality or independent agency police service”;
- (b) in subsection (2) by adding** “or independent agency police service” **after** “municipality”;
- (c) in subsection (3) by striking out** “municipality and no person acting on behalf of a municipality” **and substituting** “municipality or independent agency police service and no person acting on behalf of a municipality or independent agency police service”.

(9) Section 37(a) is amended by adding “or independent agency police service” **after** “municipality”.

business or an undertaking or where anything is taking place or has taken place concerning any difference submitted to that person or it and inspect and view any work, material, machinery, appliance or article in the premises and question any person under oath in the presence of the parties or their representatives concerning any matter connected with the difference;

32 The award of an arbitrator, grievance arbitration board or other body is binding on the municipality, the members of the bargaining unit and the bargaining agent, and the municipality, members of the bargaining unit and the bargaining agent shall do or abstain from doing anything, as required of them by the award.

(7) Section 34(1) presently reads:

34(1) If any member of a bargaining unit, a bargaining agent or a municipality fails to comply with an award of an arbitrator or grievance arbitration board or other body, any municipality, bargaining agent or police officer affected by the award may, after 30 days from the date on which the award is made, or by the date provided in it for compliance, whichever is the later date, file a copy of the award with the clerk of the Court of King's Bench at the judicial centre closest to the place where the cause of the proceedings before the arbitrator or grievance arbitration board or other body arose.

(8) Section 36 presently reads in part:

36(1) No municipality and no person acting on behalf of a municipality shall

(2) A municipality does not contravene subsection (1) by reason only that it

(3) No municipality and no person acting on behalf of a municipality shall

(9) Section 37(a) presently reads:

(10) Section 38(1) is amended by adding “independent agency police service,” after “municipality,”.

(11) Section 39 is amended

(a) in subsection (5)

(i) in the portion preceding clause (a) by adding “independent agency police service,” after “municipality,”;

(ii) in clause (a) by adding “independent agency police service,” after “municipality,”;

(iii) in clause (b)

(A) by adding “independent agency police service,” after “require the municipality,”;

(B) in subclauses (ii) and (vi) by adding “or independent agency police service” after “municipality” wherever it occurs;

(b) in subsection (6) by adding “independent agency police service,” after “municipality,” wherever it occurs;

(c) in subsection (8) by adding “, independent agency police service” after “municipality”.

37 No police association and no person acting on behalf of a police association shall

- (a) require a municipality to terminate the service of a member of the police association because the member has been expelled or suspended from membership in the police association;*

(10) Section 38(1) presently reads:

38(1) Any municipality, member of a bargaining unit, bargaining agent or other person may make a complaint in writing to the Board that there has been or is a failure to comply with any provision of this Act that is specified in the complaint.

(11) Section 39 presently reads in part:

39(5) When the Board is satisfied after an inquiry that a municipality, police association, police officer or other person has failed to comply with any provision of this Act that is specified in a complaint, the Board may issue a directive to rectify the act in respect of which the complaint is made and, without restricting the generality of the foregoing,

- (a) may issue a directive or interim directive to the municipality, police association, police officer or other person concerned to cease doing the act in respect of which the complaint was made,*
- (b) may issue a directive to require the municipality, police association, police officer or other person*
 - (ii) to pay to any police officer or former police officer suspended or discharged contrary to this Act compensation not exceeding the sum that, in the opinion of the Board, would have been paid by the municipality to the police officer, together with a sum not exceeding the amount of interest paid by the police officer on money borrowed to support the police officer and the police officer's family during the time the police officer was so suspended or discharged;*
 - (vi) to pay to a police officer in respect of a failure to comply with section 36 compensation not exceeding a sum that, in the opinion of the Board, is equivalent to the remuneration that would have been paid to the police officer by the*

(12) Section 41(1) is amended by adding the following after clause (b):

- (b.1) in the case of an independent agency police service,
 - (i) personally on the chief of the independent agency police service or a designated person or by leaving it for the chief or that designated person at the head office of the independent agency police service with some person who is apparently an officer, employee or agent of the independent agency police service and apparently at least 18 years old, or
 - (ii) by sending it by registered mail or certified mail to the chief of the independent agency police service or a designated person at the address of the head office of the independent agency police service;

(13) Section 43(2) is amended

(a) by adding the following after clause (a):

- (a.1) a body is an independent agency police service;

(b) in clause (e) by striking out “or municipality” and substituting “, municipality or independent agency police service”;

municipality if the municipality had complied with that section.

(6) When the Board is satisfied after an inquiry that a municipality, police association or authorized representative of either of them is failing or has failed to comply with section 5(3), the Board

(a) shall issue a directive directing the municipality, police association or authorized representative concerned to bargain in good faith and make every reasonable effort to enter into a collective agreement, and

(8) A directive or interim directive under subsection (5)(a) to cease a strike or lockout is binding on the police association, police officer, municipality or other person to whom it is directed with respect to the strike or lockout referred to in the directive or interim directive and any future strike or lockout that occurs for the same or a substantially similar reason.

(12) Section 41(1) presently reads in part:

41(1) Except when this Act otherwise provides, if anything is required or permitted to be served under this Act, it is deemed to be properly served if it is served

(13) Section 43(2) presently reads in part:

(2) In addition to its powers under the Labour Relations Code, the Board may decide for the purposes of this Act whether

(e) a person, bargaining agent or municipality is bound by a collective agreement;

(c) in clause (f) by adding “, an independent agency police service” after “municipality”.

(14) Section 45 is amended by striking out “or” at the end of clause (a), adding “or” at the end of clause (b) and adding the following after clause (b):

(c) any bylaw of an independent agency police service,

(15) Section 46 is amended by adding “, independent agency police service” after “municipality”.

Public Service Employee Relations Act

Amends RSA 2000 cP-43

8(1) The *Public Service Employee Relations Act* is amended by this section.

(2) The Schedule is amended by adding the following after section 7:

8 The police officers, as defined in the *Police Act*, of an independent agency police service.

Workers' Compensation Act

Amends RSA 2000 cW-15

9(1) The *Workers' Compensation Act* is amended by this section.

(2) Section 24.2(1)(h) is amended by striking out “section 5 or 36 of the *Police Act* or as a chief of police under section 36” and substituting “section 5, 33.6 or 36 of the *Police Act* or as a chief of police under section 33.5 or 36”.

(f) a municipality or a police association is a party to a collective agreement;

and the Board's decision is final and binding.

(14) Section 45 presently reads:

45 Subject to section 60 of the Police Act, if a conflict arises between this Act and

(a) any other Act, or

(b) any bylaw or regulation of a municipality,

this Act applies.

(15) Section 46 presently reads in part:

46 Any person, municipality or police association that contravenes

Public Service Employee Relations Act

8(1) Amends chapter P-43 of the Revised Statutes of Alberta 2000.

(2) Adds entry in the Schedule of those to whom the Act does not apply.

Workers' Compensation Act

9(1) Amends chapter W-15 of the Revised Statutes of Alberta 2000.

(2) Section 24.2(1)(h) presently reads:

24.2(1) In this section,

(h) "police officer" means an individual appointed as a police officer under section 5 or 36 of the Police Act or as a chief of police under section 36 of the Police Act;

RECORD OF DEBATE

Stage	Date	Member	From	To
		Interventions	From	To
Stage	Date	Member	From	To
		Interventions	From	To
Stage	Date	Member	From	To
		Interventions	From	To
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