

2026 Bill 15

Second Session, 31st Legislature, 4 Charles III

THE LEGISLATIVE ASSEMBLY OF ALBERTA

BILL 15

PUBLIC SAFETY AND EMERGENCY SERVICES STATUTES AMENDMENT ACT, 2026

THE MINISTER OF PUBLIC SAFETY AND EMERGENCY SERVICES

First Reading

Second Reading

Committee of the Whole

Third Reading

Royal Assent

BILL 15

2026

PUBLIC SAFETY AND EMERGENCY SERVICES STATUTES AMENDMENT ACT, 2026

(Assented to _____, 2026)

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

Police Act

Amends RSA 2000 cP-17

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

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

(2) The following is added after section 33.95:

Part 3.3 Transfer of Employees

Interpretation

33.96(1) In this Part and Part 3.4,

- (a) “successor employer” means the independent agency police service established by the *Independent Agency Police Service Regulation* (AR 163/2025);

(b) “transfer order” means an order made under section 33.97 transferring an employee or a class of employees of the Crown in right of Alberta to the successor employer.

(2) A reference in this Part to an employment contract does not include a collective agreement or any agreement relating to a collective agreement.

Transfer orders

33.97(1) Notwithstanding the terms of an employment contract, the Minister may, by order, transfer an employee or a class of employees of the Crown in right of Alberta to the successor employer.

(2) A transfer order must

- (a) specify the employees or classes of employees being transferred to the successor employer, and
- (b) set the date on which the transfer takes effect.

(3) On the date referred to in subsection (2)(b), all employees transferred by a transfer order become employees of the successor employer and cease to be employees of the Crown in right of Alberta.

(4) The employment of an employee transferred by a transfer order is deemed to be continuous and uninterrupted.

Publication of transfer orders

33.98(1) Subject to subsection (2), the Minister may publish a transfer order or otherwise make a transfer order publicly available.

(2) The Minister must not publish or make publicly available a transfer order that includes the name of an employee being transferred by the transfer order.

No entitlement to severance

33.99 Notwithstanding the *Employment Standards Code* or any other enactment or the terms of any employment contract, no employee transferred by a transfer order is entitled to severance pay, termination pay, termination notice, pay in lieu of notice or other compensation, including under the common law, as a result of

- (a) the employee being specified in a transfer order, individually or as part of a class of employees, if the position with the successor employer to which the employee will be transferred is substantially the same as the employee's position with the Crown in right of Alberta, or
- (b) the transfer of the employee if the position with the successor employer is substantially the same as the employee's position with the Crown in right of Alberta.

Part 3.4 Labour Relations

Interpretation

33.991(1) In this Part,

- (a) "initial bargaining agent" means the certified bargaining agent for the employees in the initial bargaining unit;
- (b) "initial bargaining unit" means the bargaining unit of the employees of the initial employer;
- (c) "initial collective agreement" means the collective agreement between the initial bargaining agent and the initial employer that is in force immediately before the initial transfer date;
- (d) "initial employer" means the Crown in right of Alberta;
- (e) "initial transfer date" means the date on which employees or a class of employees specified in a transfer order who are in the initial bargaining unit are first transferred to the successor employer by a transfer order;
- (f) "successor bargaining agent" means the bargaining agent for the employees in the successor bargaining unit;
- (g) "successor bargaining unit" means the bargaining unit composed of those employees of the successor employer who were in the initial bargaining unit prior to being transferred by a transfer order;
- (h) "successor collective agreement" means a collective agreement between the successor bargaining agent and the

successor employer continued in force under section 33.995(1).

(2) Words and expressions defined in the *Public Service Employee Relations Act* and not defined in this Part but used in this Part have the same meaning as in the *Public Service Employee Relations Act* unless the context provides otherwise.

Application of Public Service Employee Relations Act

33.992(1) The *Public Service Employee Relations Act* applies for the purposes of this Part, but where there is a conflict or inconsistency between this Part and the *Public Service Employee Relations Act*, this Part prevails.

(2) For the purposes of the *Public Service Employee Relations Act*,

- (a) the successor bargaining agent granted a certificate under section 33.994(2) is a certified bargaining agent within the meaning of the *Public Service Employee Relations Act*,
- (b) the successor bargaining unit is a bargaining unit within the meaning of the *Public Service Employee Relations Act*, and
- (c) the successor collective agreement is a collective agreement within the meaning of the *Public Service Employee Relations Act*.

Successor bargaining unit

33.993 A successor bargaining unit is established on the initial transfer date consisting of the employees of the successor employer specified in the transfer order, individually or as a class of employees, who were in the initial bargaining unit prior to being transferred by the transfer order.

Successor bargaining agent

33.994(1) The initial bargaining agent is deemed to be the successor bargaining agent for the employees in the successor bargaining unit established under section 33.993.

(2) The Labour Relations Board shall grant a certificate to the successor bargaining agent naming the successor employer as the employer and describing the bargaining unit in respect of which the successor bargaining agent is certified as the bargaining agent.

(3) The successor bargaining agent has exclusive authority to bargain collectively on behalf of the employees in the successor bargaining unit and to bind them by a collective agreement.

(4) A certificate granted under subsection (2) is deemed to have been granted on the initial transfer date.

Successor collective agreement

33.995(1) On the initial transfer date, the initial collective agreement in respect of the employees in the initial bargaining unit is continued in force as the successor collective agreement in respect of the employees in the successor bargaining unit.

(2) The successor collective agreement binds the successor employer, successor bargaining agent and employees in the successor bargaining unit as if the collective agreement had been signed by the successor employer and successor bargaining agent.

(3) The Labour Relations Board may, on the application of the successor employer or successor bargaining agent, amend the successor collective agreement to the extent required to give effect to a transfer order or to otherwise address a labour relations difficulty arising from the transfer order.

Initial entities continue

33.996(1) The initial bargaining unit continues as the bargaining unit for employees in the initial bargaining unit who have not yet been transferred to the successor employer.

(2) The initial bargaining agent continues as the bargaining agent for employees in the initial bargaining unit who have not yet been transferred to the successor employer.

(3) The initial collective agreement continues in force with respect to the initial employer, initial bargaining agent and employees represented by the initial bargaining agent who have not yet been transferred to the successor employer.

(4) The *Public Service Employee Relations Act* continues to apply with respect to the initial collective agreement.

Existing labour relations matters

33.997(1) In this section,

- (a) “employee transfer date” means, with respect to a specific employee or class of employees in the initial bargaining unit, the date on which the transfer of the employee or class of employees to the successor employer under a transfer order takes effect;
- (b) “labour relations matter” means
 - (i) an application, complaint or reference to the Labour Relations Board,
 - (ii) a proceeding or other action before the Labour Relations Board,
 - (iii) an action taken by the Labour Relations Board or an officer under section 13 of the *Labour Relations Code* or Part 2 of the *Public Service Employee Relations Act*,
 - (iv) an arbitration before an arbitrator or arbitration board under Division 22 of Part 2 of the *Labour Relations Code*, or
 - (v) a grievance or difference arising under a collective agreement.

(2) Where a labour relations matter relating to a specific employee or class of employees has not been concluded, disposed of or resolved before the employee transfer date,

- (a) the labour relations matter is continued on the employee transfer date,
- (b) the successor employer replaces the initial employer as a party, and
- (c) the successor bargaining agent replaces the initial bargaining agent as a party.

(3) Where a labour relations matter other than one referred to in subsection (2) has not been concluded, disposed of or resolved before the initial transfer date,

- (a) the labour relations matter is continued on the initial transfer date,

- (b) with respect to a labour relations matter referred to in subsection (1)(b)(iv) or (v), the arbitrator or arbitration board may declare the following:
 - (i) the initial employer or initial bargaining agent continue as parties to the labour relations matter;
 - (ii) the successor employer or successor bargaining agent are to be added as parties to the labour relations matter;
 - (iii) the successor employer or successor bargaining agent are to replace any parties to the labour relations matter,and

- (c) with respect to a labour relations matter other than one referred to in subsection (1)(b)(iv) or (v), the Labour Relations Board may declare the following:
 - (i) the initial employer or initial bargaining agent continue as parties to the labour relations matter;
 - (ii) the successor employer or successor bargaining agent are to be added as parties to the labour relations matter;
 - (iii) the successor employer or successor bargaining agent are to replace any parties to the labour relations matter.

(4) Any directive or order of the Labour Relations Board or any arbitration award that binds the initial employer, initial bargaining agent or employee in the initial bargaining unit binds the successor employer, successor bargaining agent or employee in the successor bargaining unit, respectively, except as provided for in a directive or order of the Labour Relations Board or an arbitration award.

Powers of Board

33.998 The Labour Relations Board may exercise its powers under section 12 of the *Labour Relations Code* and section 3 of the *Public Service Employee Relations Act* with respect to any matters relating to the interpretation or application of this Part.

NOTE: (2) Part 3.3 Transfer of Employees; Part 3.4 Labour Relations.

Safer Communities and Neighbourhoods Act

Amends SA 2007 cS-0.5

2(1) The *Safer Communities and Neighbourhoods Act* is amended by this section.

NOTE: 2(1) Amends chapter S-0.5 of the Statutes of Alberta, 2007.

(2) Section 2 is repealed and the following is substituted:

Delegation

2 The Director may delegate the Director's powers, duties or functions under this Act to an employee

- (a) under the administration of the Minister, or
- (b) of an independent agency police service as defined in the *Police Act*, including the chief of an independent agency police service appointed under section 33.5 of the *Police Act*.

NOTE: (2) Section 2 presently reads:

2 The Director may delegate the Director's powers, duties or functions under this Act to an employee under the administration of the Minister.

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
Stage	Date	Member	From	To
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