

Interest Arbitration Checklist

Legislation to improve the current interest arbitration system should:



Improve **Efficiency** by requiring:

- ✓ A time limit for a binding pre-hearing process
- ✓ A decision no later than 12 months from the start of the arbitration process
- ✓ A single arbitrator model for all interest arbitration, rather than a three-member panel
- ✓ Limits to submissions after the hearing, which prolong the process
- ✓ Written reasons for the award which provide a clearer explanation for how the financial health of the community criteria were considered and applied in reaching a decision



Improve **Accountability & Transparency** by directing arbitrators to consider:

- ✓ The fiscal health of the community based on clear, measurable criteria
- ✓ Settlements reached by the same municipality with other employee groups
- ✓ The total compensation of the entire proposed agreement (present and future liabilities) compared to that of comparable collective agreements
- ✓ The tax increase that would be needed to pay for a proposed agreement without reducing services
- ✓ The employer's ability to find and retain qualified people
- ✓ The interest and welfare of the community served by the employer
- ✓ Provincial law or ministerial directive that places financial limitations on employer



Better define a municipality's capacity to pay based on **Fiscal Health** indicators, such as:

- ✓ Total property tax assessment
- ✓ Property tax assessment per household
- ✓ Ratio of residential, commercial and industrial properties
- ✓ Actual tax revenues
- ✓ Proportion of unpaid property taxes
- ✓ Rates of employment/unemployment
- ✓ Social service caseload
- ✓ Median household income
- ✓ Proportion of low-income households
- ✓ Compensation of other municipal employees in the same community
- ✓ Compensation of public sector employees in comparable communities
- ✓ Compensation of private sector employees in comparable communities

***Produced with the assistance of the Emergency Services Steering Committee**