From: Matt Skof
Sent: Saturday, March 14, 2026 1:10 PM
To: Matt Skof
Subject: Fw: 2026 Collective Bargaining Process, NFNPA Membership

2026 Collective Bargaining Process, NFNPA Membership

Dear Members,

We wish to advise everyone that we have formally provided the Employer, the Nishnawbe Aski Police Service Board, with a 'Notice to Bargain' for both the Civilian & Uniform Collective Agreements, expiring on March 31st, 2026.

Starting on the 23rd of March 2026, the NFNPA membership will receive an individual link from 'Simply Voting', Inviting you to participate in the 2026 Bargaining Survey. The Survey will be closed on the 27th of March 2026 (at 13:00hrs).

In order to provide the NFNPA with a clearer sense of the Civilian & Uniform membership priorities, you will observe that this survey allows for each individual to provide 'weight' to a category, rather than the traditional ranking format.

Upon conclusion of the Survey, the NFNPA Bargaining Committee will review the results and develop the 2026 Bargaining proposals. Your Bargaining Committee consists of the following NFNPA representatives: Kip McKenzie (President & Chair), Cory Roberts (Vice-President), Directors: Dante Lagrange, Matt Gulka, and Eric Rego.

Through a future announcement of a Special General Meeting (dates still to be determined), there will be two presentations of the Negotiation Proposals, to entire membership. Once the presentations are concluded, each Member will be sent an electronic ballot (from Simply Voting), so that you may vote (for the respective Collective Agreement Proposal in which you reside) and determine the mandate of the NFNPA. If a mandate is received, the NFNPA will proceed with an exchange of Bargaining packages, with the Employer, and commence negotiations (again, with dates still to be determined).

In the meantime, we encourage you to reach out to the Association, or connect with one of the representatives of the Bargaining Committee directly, with any questions or concerns you may have.

Kip McKenzie,

President, NFNPA

info@nfnpa.ca

From: Matt Skof
Sent: Thursday, May 21, 2026 1:25 PM
To: N.A.P.S First Nation Polic Assoc.
Subject: Fw: Financial Enhancements to the N.A.P.S Specialty Units

Financial Enhancements to the N.A.P.S Specialty Units

Dear Members,

Over the past several months, the Association has been engaged in meetings with the Employer regarding the recruitment and retention of personnel within the N.A.P.S Specialty Units. I would like to acknowledge the exceptional efforts of Director Eric Rego, for not only bringing forward these issues to N.A.P.S, but for also his perseverance in ensuring that the matter continued as a priority.

Taking into consideration that the NFNPA had already provided the Employer with the Notice to Bargain (and there being no obligation to have any meetings on the matter, outside of the formal negotiation process), it should also be acknowledged that without the efforts & willingness of Chief Armstrong and Deputy Duce, we would not have this announcement to make to the membership.

The NFNPA and N.A.P.S have signed Letters of Understanding, agreeing to the following financial enhancements for the Members assigned to N.A.P.S Specialty Units:

> *-Federal Treasury Rate Travel Allowance: when travelling for work away from their home location (in accordance with N.A.P.S Expense Directive).*
>
> *-Plainclothes Duty: the payment shall be $1,750.00, payable in two installments of $875.00, semi-annually. Statement of Expenses must be submitted within the calendar year that the expenses are incurred. Receipts are not required.*
>
> *-Specialty Pay: An (initial) annual premium of 4% of the employee's base rate, and upon completion of 12 months in the position, an annual premium at the rate of 6% of their base rate.*

In the days to come, the Association will be notifying the membership regarding the date for the Special General Meeting, where we will present the 'Negotiation Proposals', for you then to vote on our mandate to proceed with bargaining. The above mentioned, agreed to, financial enhancements have allowed the Association to refine the Negotiation Proposals' focus.

Kip McKenzie,

President, NFNPA

'Providing leadership through advocacy, education, and support'

info@nfnpa.ca

From: Matt Skof
Sent: Tuesday, June 02, 2026 12:20 PM
To: Matt Skof
Subject: Fw: 2026 Collective Bargaining Mandate Presentation, NFNPA Membership

Notice of Special General Meeting:

2026 Collective Bargaining Mandate Presentation, NFNPA Membership

Dear Members,

On the 10th of June 2026, the NFNPA will be hosting a Special General Meeting regarding the 2026 Collective Bargaining process; the meeting(s) will take place, virtually, at 12:00PM and 7:00PM. At this meeting, the NFNPA Bargaining Committee will be presenting the bargaining proposals for both the Civilian & Uniform Collective Agreements; once the presentations are completed, the Members will be receiving an electronic ballot (from Simply Voting), in order to vote on providing a mandate to the Association, for their respective Collective Agreement, as follows:

"To accept the 2026 Bargaining Proposals, as presented, providing a mandate to the Association to commence bargaining with the Employer, as per Article 7.6 of the NFNPA Constitution & By-Laws."

Members will have from June 11th to June 15th to cast a ballot. If the Association receives a positive mandate from the membership, we will be situated to proceed to the bargaining table, with the Employer.

Included, below, is the notice of the Special General Meeting, as well as the electronic link to each meeting. For clarity, you are not required to attend the meeting(s) in order to cast a ballot.

As always, please do not hesitate to contact your Association with any questions that you may have.

NFNPA Bargaining Committee

-

Special General Meeting

Wednesday, June 10th, 2026

12:00 PM & 7:00 PM

Agenda

Presentation(s) of the 2026 Collective Bargaining Proposals

Motion: *"To accept the 2026 Bargaining Proposals, as presented, providing a mandate to the Association to commence bargaining with the Employer, as per Article 7.6 of the NFNPA Constitution & By-Laws."*

NFNPA Bargaining Committee

Chair: Kip McKenzie, President

Cory Roberts, Vice-President

Directors: Dante Lagrange, Matt Gulka, Eric Rego

12:00pm Meeting:

Topic: NFNPA 2026 SGM Collective Bargaining Proposals

Time: Jun 10, 2026 12:00 PM America/Toronto

Join Zoom Meeting

https://us02web.zoom.us/j/81891997901?pwd=Ay0al50BAQfGnrzMK4PH6Jrzj8PMvS.1

Meeting chat link

https://us02web.zoom.us/launch/jc/81891997901

Meeting ID: 818 9199 7901

Passcode: 488644

One tap mobile

+12042727920,,81891997901#,,,,*488644# Canada

+14388097799,,81891997901#,,,,*488644# Canada

Join by SIP

• 81891997901@zoomcrc.com

Join instructions

https://us02web.zoom.us/meetings/81891997901/invitations?signature=3YMQ2cAJ9Dr0goqpeo7Oe_ZgRjoW5sEmzWELDdaij3I

7:00pm Meeting:

Matthew Skof is inviting you to a scheduled Zoom meeting.

Topic: NFNPA 2026 SGM, Collective Bargaining Proposal

Time: Jun 10, 2026 07:00 PM America/Toronto

Join Zoom Meeting

https://us02web.zoom.us/j/85475706573?pwd=skLxbrqIgyeE3LWO47YbjrN9uy2gYa.1

Meeting chat link

https://us02web.zoom.us/launch/jc/85475706573

Meeting ID: 854 7570 6573

Passcode: 927762

One tap mobile

+15873281099,,85475706573#,,,,*927762# Canada

+16473744685,,85475706573#,,,,*927762# Canada

Join by SIP

• 85475706573@zoomcrc.com

Join instructions

https://us02web.zoom.us/meetings/85475706573/invitations?signature=HOlyRRcRxy7jywEparCWZiEiBx_j1vvXCvLEsWDOk7o

info@nfnpa.ca

From: Matt Skof
Sent: Tuesday, June 16, 2026 4:31 PM
To: N.A.P.S First Nation Polic Assoc.
Subject: Fw: Vote Result, 2026 Collective Bargaining Mandate

Dear Members,

On the 10th of June 2026, the NFNPA hosted a Special General Meeting (SGM), in which we presented the bargaining proposals for the both the Civilian & Uniform Collective Agreements. Upon the conclusion of the meeting, the membership received an electronic ballot, in order to vote on providing a mandate for the Association to commence the negotiation process with the Employer.

With sixty (60) percent of the membership participating in the survey, the result of the vote was ninety-six (96) percent in favour of providing a mandate to the Association, to commence negotiations. This is a higher-than-average participation rate, for a vote of this nature, along with an exceptionally strong, supportive, mandate.

Upon conclusion of the SGM, we received several requests to provide the bargaining mandate material in an electronic format. Given the nature of bargaining, there is a significant 'strategic' consideration that must be taken into account, regarding the content of the bargaining package information. A subsequent (potential) SGM, where the Association was presenting a negotiated contract for ratification by the membership, would have electronic information available upon the conclusion of the meeting.

We would like to thank everyone for your support and participation in this process; the Association is excited to commence the negotiations with the Employer and will be providing further updates to the membership.

Kip McKenzie

President, NFNPA

info@nfnpa.ca

From: Matt Skof
Sent: Monday, June 22, 2026 9:40 PM
To: N.A.P.S First Nation Polic Assoc.
Subject: Fw: Officer Safety and Vigilance

Dear members,

In light of recent events, we want to take this opportunity to share a memo from our fellow OPPA President and urge all our members to take extra precautions.

Policing remains an unpredictable profession, and moments like these serve as a difficult reminder of the risks our members face each day. Please stay vigilant, watch out for one another, and take the time to prioritize your safety and well-being.

Stay safe,

Kip McKenzie

NFNPA President

Member Advisory: Officer Safety and Vigilance

We write tonight with additional information regarding the tragic on-duty death of a Service de Police de la Ville de Montréal officer this afternoon. Our thoughts continue to be with the fallen and injured officers, their families, and colleagues.

In a memo issued by the OPP, Commissioner Carrique indicated that a CPIC message was shared with the OPP by the Montréal Police Service, advising that a 105-page manifesto, reportedly originating from Alberta, is allegedly encouraging citizens to shoot police officers. After further review by the Montréal Police Service, it is believed that the manifesto does not indicate any connection to other groups or events in additional cities and was limited in scope to Montréal. The OPP's Provincial Operations Intelligence Bureau (POIB) is engaged to investigate this threat, and more information will be shared by the OPP once it becomes available.

Please remain vigilant while on duty. Double up where possible and be aware of your surroundings.

President David Sabatini & the Board of Directors
OPP Association

info@nfnpa.ca

From: Matt Skof
Sent: Thursday, June 25, 2026 1:14 PM
To: Matt Skof
Subject: Fw: CPA Affiliation & Discounts to NFNPA Membership

Dear Members,

In recent months, the NFNPA affiliated with the Canadian Police Association (CPA):

" *The Canadian Police Association (CPA) is the national voice for 60,000 police personnel across Canada. Membership includes police personnel serving in 160 police services across Canada, from Canada's smallest towns and villages as well those working in our largest municipal and provincial police services, and members of the railway police, and first nations' police personnel."* https://www.cpa-acp.ca/

This affiliation provides the NFNPA with lobbying access to key federal stakeholders, involved in the funding decisions of First Nations policing; it also expands our labour relations network with our Association counterparts.
Another benefit that is derived from this affiliation is that the CPA has well-established discount offers within the national business community. Please see the attached document and take advantage of the discounts.

Kip McKenzie
NFNPA President

info@nfnpa.ca

From: Matt Skof
Sent: Thursday, November 19, 2026 5:11 PM
To: N.A.P.S. First Nations Police Association
Subject: Fw: NFNPA Annual General Meeting, December 2 2026

Hello everyone,

Please see the attached document, where you will find the Agenda for the upcoming NFNPA Annual General Meeting (AGM); the AGM will take place on December 2nd, 2026, at 6:00pm.

You will also find a Zoom meeting link attached to this communication, below.

On behalf of the Association, we look forward to seeing you at the AGM.

Matt Skof
NFNPA Administrator

info@nfnpa.ca

Matthew Skof is inviting you to a scheduled Zoom meeting.

Topic: NFNPA Annual General Meeting
Time: Dec 2, 2026 06:00 PM America/Toronto

Join Zoom Meeting
https://us02web.zoom.us/j/81342834931?pwd=eDuFiqeLZurb2dxcbXWKbr9zakevMb.1

Join and take notes
https://us02web.zoom.us/j/81342834931?pwd=eDuFiqeLZurb2dxcbXWKbr9zakevMb.1&mynotes=on

Meeting chat link
https://us02web.zoom.us/launch/jc/81342834931

Meeting ID: 813 4283 4931
Passcode: 886595

One tap mobile
+17806660144,,81342834931#,,,,*886595# Canada
+12042727920,,81342834931#,,,,*886595# Canada

Join by SIP
• 81342834931@zoomcrc.com

Join instructions
https://us02web.zoom.us/meetings/81342834931/invitations?signature=sdS4PILeHeSa2sHMCXa4hXTBQyYKFWZK7ea4mDmoRfc

From: Matt Skof
Sent: Thursday, October 01, 2026 12:52 PM
To: NAPS First Nations Polic Assoc.
Subject: Fw: NFNPA 2026 Elections

Dear Members,

Please accept this communication as an invitation to submit your *'Expression of Interest'* to participate as a candidate in the upcoming N.A.P.S First Nations Police Association (NFNPA) 2026 election to the Board of Directors.

The NFNPA Board of Directors has appointed our administrator, Matt Skof, as the 'Returning Officer' (Election Scrutineer). Matt has engaged *Simply Voting* to provide a 'Fully Managed Election'.

The Board of Director position numbers, their terms of office, and eligibility, are as follows:

1) President, 4-year term, all Members are eligible. Incumbent: Kip McKenzie

2) Vice-President, 2-year term (initial), all Members are eligible. Incumbent: Cory Roberts

3) Civilian Director, 4-year term, Civilian Member eligibility. Incumbent: Dante Lagrange (also serves as Secretary)

4) Sworn Director, 4-year term, Sworn Member eligibility. Incumbent: Rich Hahnle (also serves as Treasurer)

5) Sworn Director, 2-year term (initial), Sworn Member eligibility. Incumbent: Eric Rego

6) Sworn Director, 2-year term (initial), Sworn Member eligibility. Incumbent: Matt Gulka

The following three (3) Board of Director position numbers are up for election this year and are now moving to a four-year term:

2) Vice-President, 4-year term, all Members are eligible

5) Sworn Director, 4-year term, Sworn Member eligibility

6) Sworn Director, 4-year term, Sworn Member eligibility

For those that are interested, using your personal account, please email the Returning Officer, Matt Skof **mskof@ladabeca.ca** with your 'Expression of Interest' to participate as a candidate. Also, please indicate in your email the position number you are expressing an interest for. An example of your email could resemble: *"Please accept this communication as an 'Expression of Interest' for the ***Sworn Director*** position, for which I am eligible: Number ***five (5)*.***" Please include the proper spelling of your full

name, as well as your personal phone number. The opportunity to submit your 'Expression of Interest' will be closed as of October 30th, 2026, at 4pm.
For clarity, a member may only submit an 'Expression of Interest' for one (1) position, for which they are eligible. Members who submitted a properly placed 'Expression of Interest' may begin campaigning as of the end of day on October 30th, 2026. At the Annual General Meeting (December 2nd, 2026), there shall be time allocated on the agenda for the purpose of nominations for the elected positions on the Board. All candidates must be nominated by a Member present at this meeting; and for those so nominated, they may be in attendance or have a letter indicating their acceptance presented to the Chair, or Returning Officer, prior to the commencement of the meeting. A Member, who had sent in their expression of interest as of October 30th, 2026, may stand for election for the office of the position they expressed said interest in, of one of the positions on the Board. At the AGM, the Returning Officer will announce the names of those who have expressed an interest to be a candidate for each of the positions. Any position number that has only one (1) 'Expression of Interest', the candidate who submitted the 'Expression of Interest' will be acclaimed into the position. For the position numbers that have multiple candidates, there will of course be an election.

Following the AGM, an electronic ballot will be sent to each Member (you are not required to attend the AGM in order to receive a ballot); the voting period will commence on December 3rd, 2026, and close on December 7th, 2026, at 4:00PM. All Members, Civilian & Sworn, may cast a vote for each position listed on the ballot.

The Election Campaign Guidelines are as follows:

-Each Candidate will be permitted to create a campaign post on the NFNPA Facebook page (Private Group: 'NAPS First Nations Police Association'). All discussions and electronic materials posted (campaign poster, platform, etc.), for that Candidate, are to remain on their one campaign post 'thread'. All communications are to be in compliance with Facebook's Community Guidelines & NAPS's Respectful Workplace Policy.

-All Members and Candidates are ***not*** to use the Employer's email system & electronic devices for any campaign communications.

-Campaign material distributed in the workplace is to be mindful of and in accordance with the NAPS Respectful Workplace Policy. A Candidate wishing to make a presentation to any section within NAPS is to have received prior permission from that section's supervisor/manager.

Please do not hesitate to contact the Association, or the Returning Officer (Matt Skof), with any questions you may have about this election process.

NFNPA Board of Directors

info@nfnpa.ca