From: N.A.P.S First Nation Polic Assoc.
Sent: Friday, February 14, 2025 6:24 PM
To: N.A.P.S First Nation Polic Assoc.
Subject: Fw: Membership of the N.A.P.S First Nations Police Association (NFNPA)

Membership of the N.A.P.S First Nations Police Association (NFNPA)

Dear Members,

We wish to take this opportunity to thank all the Members, for your patience and support over the past several months.

As you are likely aware, the Nishnawbe Aski Police Service formally fell under the jurisdiction of the Community Safety and Policing Act on December 10th, 2024. This date also marked the formal designation of the NFNPA as the labour representatives of the NAPS Civilian & Uniformed Membership.

Given that this transition is unique, there are still several labour related processes that require clarification, from an administrative (procedural) lens. However, over the past several months, the NFNPA and NAPS management have been in constant communication, to assist with this transition.

Currently, we are communicating with several Members regarding labour related files (grievances & disciplinary matters). In order to ensure that our Membership is best served, we are requesting that you communicate with the NFNPA if you believe that you have an unresolved / outstanding matter, including WSIB & LTD files: info@nfnpa.ca

Also, we encourage you to join the NFNPA private Facebook group: NAPS First Nations Police Association. As this private group is only available to NFNPA Members, and in order to ensure the integrity of the page, you will be asked a series of qualifying questions prior to being admitted entry into the group.

We look forward to serving the Membership, providing you leadership through our advocacy, education, and support.

Kip McKenzie,

President, NFNPA

info@nfnpa.ca

From: N.A.P.S First Nation Polic Assoc.
Sent: Thursday, March 27, 2025 8:07 PM
To: N.A.P.S First Nation Polic Assoc.
Subject: Fw: NAPS Members, Fitness Facilities, Preferred Membership

Good day everyone,

At the request of our members, I have asked a number of facilities in a number of areas if they would support our membership with discounted rates and/or preferred membership types. As of today, this is what we have been offered.

Canada Wide (select cities)
GoodLife Fitness.
Offering a corporate membership to all NAPS employees and up to two additional family members. Everyone receives a 25% discount and no enrolment fees. Extra 5% off if you sign up within 4 weeks of launch (March 31st, 2025). You can choose from various membership types, which will also vary based on your location.

Link: https://corporate.goodlifefitness.com/organisation-validation.html
(Enter NAPS in search bar and follow instructions)

NOTES:
Begins Monday March 31st, 2025.

Thunder Bay
Superior CrossFit – 712 Vickers St N.
Police and frontline personnel receive approximately 20% off memberships.

Industrial Athletics – 215 Frederica St W.
NAPS employees receive approximately 30% off memberships.

Cochrane
Level-Up fitness – 412 10th Ave.
One month free with a one-year membership commitment.

Please note that if you don't see your preferred gym or city listed above it is not for lack of trying. I have word out still to multiple facilities in Thunder Bay as well as Sioux Lookout and Dryden. Also worth noting that if anyone has a connection to a specific facility and is able to share another option for members, please feel free. This is an open ended endeavour for everyone to benefit from.

Thanks everyone,

Matt Gulka

Director, NFNPA

info@nfnpa.ca

EXTENSION AGREEMENT

("The Agreement")

between

NISHNAWBE ASKI POLICE SERVICE BOARD (CIVILIAN UNIT)

(the "Employer")

AND

NAPS FIRST NATIONS POLICE ASSOCIATION

(the "Association")

1. Subject to ratification by both parties, and subject to the terms of settlement stipulated herein, this Agreement forms the basis of full and final settlement of an extension of the existing terms applicable to the Bargaining Unit. Ratification of the settlement shall be deemed to have occurred on the latest date on which ratification occurs between the employees in the bargaining unit and by the Employer ("date of ratification").

2. Assuming the settlement is ratified, the terms of this Extension Agreement shall be retroactively effective beginning of April 1, 2023.

3. The undersigned unanimously agree to recommend the terms of settlement as outlined in Appendix A, to their respective principles and, in the case of the signatories for the Association, to the bargaining unit employees.

4. In the event there are errors or omissions in this Extension Settlement, the Parties shall make the necessary amendments to the Collective Agreement in order to give effect to their negotiated intentions. The Parties further agree to make the necessary housekeeping amendments to the Collective Agreement in order to give effect to their negotiated intentions.

5. This extension agreement shall be until March 31, 2025.

6. In the event that the Employer does not transition under the Community Safety and Policy Act prior to January 31, 2025, the parties agree to reopen negotiations with bargaining dates to start by February 28, 2025.

7. These Extension Agreement may be signed electronically and in counterparts. Each counterpart will constitute an original document and all counterparts, taken together, will constitute one and the same instrument.

DATED and SIGNED in Thunder Bay, Ontario, on December 3,

2024. For the Employer, For the Association

Terry Armstrong
Chief of Police

Brad Duce
Deputy Chief of Police

Alyson Jennings
Director of Human Resources

Kip McKenzie
NFNPA President

Dante Lagrange
NFNPA Civilian Director

Appendix A

1. **Term**
   - One (1) year agreement from April 1, 2024, to March 31, 2025

2. **Wages**
   - Retroactive pay of 3.5% salary increases from April 1, 2023, to March 31, 2024
     i. On top of the 1.25% increase already implemented
     ii. A total of 4.75% over this time period
   - Retroactive pay of 4.5% salary increases from April 1, 2024, up until adjustments in pay
   - Retroactive pay and pay rate increases, within two (2) pay periods of ratification
   - OPP pay parity for future salary increases

3. **Include the following positions in the Wage Grids and with the wage increases as above**
   - Digital Evidence Management System (DEMS) Coordinator
   - Facilities Management Consultant
   - Major Case Manager Coordinator
   - Media Relations Coordinator

Digital Evidence Management System (DEMS) Coordinator									Hrs/
	Date	Step 1	Step 2	Step 3	Step 4	Step 4	Step 6	Step 7	35
Ref	2023-04-01	$81,020.48	$83,931.26	$87,866.29	$91,803.46	$96,083.82	$97,043.60		

Facilities Management Consultant									Hrs/
	Date	Step 1	Step 2	Step 3	Step 4	Step 4	Step 6	Step 7	35
Ref	2022-04-04	$82,527.90	$86,268.00	$90,008.10	$93,748.20	$97,488.30	$101,228.40		

Major Case Management									Hrs/
	Date	Step 1	Step 2	Step 3	Step 4	Step 4	Step 6	Step 7	35
Ref	2023-04-01	$81,020.48	$83,931.26	$87,866.29	$91,803.46	$96,083.82	$97,043.60		

Media Relations Coordinator									Hrs/
	Date	Step 1	Step 2	Step 3	Step 4	Step 4	Step 6	Step 7	35
Ref	2023-04-04	$79,496.24	$81,947.09	$84,066.26	$86,332.84	$88.709.99	$91,160.84	$92,082.22	

June 15th, 2025

Notice of Special General Meeting:

2025 Collective Bargaining Mandate Presentation, NFNPA Civilian Unit

Dear Civilian Members,

On the 25th of June 2025, the NFNPA will be hosting a Special General Meeting regarding the 2025 Civilian Unit 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; once the presentations are completed, the Civilian Members will be receiving an electronic ballot (from Simply Voting), in order to vote on providing a mandate to the Association, as follows:

"To accept the 2025 Civilian Unit 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."

Our Civilian Members will have from June 26th to June 30th to cast a ballot. If the Association receives a positive mandate from the Civilian 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, if you have any question, please do not hesitate to contact your Association with any questions that you may have.

NFNPA Bargaining Committee

N.A.P.S First Nations Police Association, PO Box 29173 McIntyre Centre, Thunder Bay, ON P7B 6P9
info@nfnpa.ca

Special General Meeting

Wednesday, June 25th, 2025

12:00 PM & 7:00 PM

Agenda

Presentation(s) of the 2025 Civilian Unit Bargaining Proposals

Motion: *"To accept the 2025 Civilian Unit 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: Dante Lagrange, Civilian Director

Kip McKenzie, President

Cory Roberts, Vice-President

N.A.P.S First Nations Police Association, PO Box 29173 McIntyre Centre, Thunder Bay, ON P7B 6P9
info@nfnpa.ca

12:00pm Meeting:

Topic: 2025 Civilian Unit Bargaining Mandate Meeting, 12:00PM

Time: Jun 25, 2025 12:00 PM America/Toronto

Join Zoom Meeting

https://us02web.zoom.us/j/82933106586?pwd=5e5Ej16QQPD2mew2vNc3yus1cb5D3H.1

Meeting ID: 829 3310 6586

Passcode: 579763

One tap mobile

+15074734847,,82933106586#,,,,*579763# US

+15642172000,,82933106586#,,,,*579763# US

Dial by your location

• +1 507 473 4847 US

• +1 564 217 2000 US

• +1 646 558 8656 US (New York)

N.A.P.S First Nations Police Association, PO Box 29173 McIntyre Centre, Thunder Bay, ON P7B 6P9
info@nfnpa.ca



- +1 646 931 3860 US
- +1 669 444 9171 US
- +1 669 900 9128 US (San Jose)
- +1 689 278 1000 US
- +1 719 359 4580 US
- +1 253 205 0468 US
- +1 253 215 8782 US (Tacoma)
- +1 301 715 8592 US (Washington DC)
- +1 305 224 1968 US
- +1 309 205 3325 US
- +1 312 626 6799 US (Chicago)
- +1 346 248 7799 US (Houston)
- +1 360 209 5623 US
- +1 386 347 5053 US
- +1 780 666 0144 Canada
- +1 204 272 7920 Canada
- +1 438 809 7799 Canada
- +1 587 328 1099 Canada
- +1 647 374 4685 Canada
- +1 647 558 0588 Canada
- +1 778 907 2071 Canada

N.A.P.S First Nations Police Association, PO Box 29173 McIntyre Centre, Thunder Bay, ON P7B 6P9
info@nfnpa.ca

Meeting ID: 829 3310 6586

Passcode: 579763

Find your local number: https://us02web.zoom.us/u/kN6CDrSYM

7:00pm Meeting:

Topic: 2025 Civilian Unit Bargaining Mandate Meeting, 7:00PM

Time: Jun 25, 2025 07:00 PM America/Toronto

Join Zoom Meeting

https://us02web.zoom.us/j/86112265496?pwd=JkAJ7LJ3aBur2hrj2BaQ6CWuBJhkba.1

Meeting ID: 861 1226 5496

Passcode: 109671

One tap mobile

+16892781000,,86112265496#,,,,*109671# US

+17193594580,,86112265496#,,,,*109671# US

N.A.P.S First Nations Police Association, PO Box 29173 McIntyre Centre, Thunder Bay, ON P7B 6P9
info@nfnpa.ca



Dial by your location

- +1 689 278 1000 US
- +1 719 359 4580 US
- +1 253 205 0468 US
- +1 253 215 8782 US (Tacoma)
- +1 301 715 8592 US (Washington DC)
- +1 305 224 1968 US
- +1 309 205 3325 US
- +1 312 626 6799 US (Chicago)
- +1 346 248 7799 US (Houston)
- +1 360 209 5623 US
- +1 386 347 5053 US
- +1 507 473 4847 US
- +1 564 217 2000 US
- +1 646 558 8656 US (New York)
- +1 646 931 3860 US
- +1 669 444 9171 US
- +1 669 900 9128 US (San Jose)

N.A.P.S First Nations Police Association, PO Box 29173 McIntyre Centre, Thunder Bay, ON P7B 6P9
info@nfnpa.ca

Meeting ID: 861 1226 5496

Passcode: 109671

Find your local number: https://us02web.zoom.us/u/kdCUDvGmg7

N.A.P.S First Nations Police Association, PO Box 29173 McIntyre Centre, Thunder Bay, ON P7B 6P9
info@nfnpa.ca

From: N.A.P.S First Nation Polic Assoc.
Sent: Wednesday, April 09, 2025 5:26 PM
To: N.A.P.S First Nation Polic Assoc.
Subject: Fw: Collective Bargaining Process, NFNPA Civilian Unit

Dear Members,

We wish to advise our Civilian membership that we have formally provided the Employer, the Nishnawbe Aski Police Service Board, with a 'Notice to Bargain'. As you are likely aware, the Civilian Unit Collective Agreement expired on March 31st, 2025.

In the days, and weeks, to come, the NFNPA will be creating a survey to be sent out to the Civilian membership; the results of the survey will assist the NFNPA in developing the bargaining priorities.

Your Bargaining Committee consists of the following NFNPA representatives: Dante Lagrange (Civilian Director, Chair), Kip McKenzie (President), and Cory Roberts (Vice-President). This committee is tasked with reviewing the survey, along with preparing the bargaining package that is to be presented to the Civilian membership, in order to receive our mandate. We are fortunate to have access to the excellent work of the former Local Union Executives, from the recent round of Collective Bargaining.

Through an announcement of a Special General Meeting, there will be two presentations to the Civilian membership. Once the presentations are concluded, each Civilian member will be sent an electronic ballot (from Simply Voting), so that you can vote 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.

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

Advancement of the N.A.P.S First Nations Police Association (NFNPA)

Dear Members,

Having several months now of jurisdictional authority as an Association, we wished to provide the membership with some further updates.

We continue to experience transitional issues regarding labour related matters; given that this transition was unique, there are on-going files where the provincial oversight agencies have been engaged in order to provide legal clarity.

One of the most significant matters that the Association and NAPS have been adjusting to is that of the Special Investigations Unit (SIU) and their involvement with our membership. SIU practices & processes have been developed, for the most part, with a traditional 'Municipal Police Service' in mind. Since January of 2025, we have experienced several SIU investigations; even in this relatively short period of time, there have been positive amendments to the SIU investigative process, where our impacted Members have benefited from an adjustment of standards that are now taking into account the unique policing model of NAPS.

I am quite proud to say that since acquiring jurisdictional authority, your Board of Directors have impressively transitioned from an administrative Board to that of a fully functioning Police Association. In simpler terms: we have been busy. All of us are now carrying several grievance and Police Act (CSPA) related files; every single day has us engaged with the impacted Members, communicating with each other, and liaising with the Service in order to navigate the files forward. The Board has also met monthly, to review the finances, and confirm that our positions are unified when engaging with the Employer. Recently, the NFNPA affiliated with the Police Association of Ontario (PAO); we are also in the process of affiliating with the Canadian Police Association (CPA). Both organizations provide the Association with a vast network of Police Association connections, training modules, as well as the possibility of future advocacy opportunities with the provincial and federal government. We are on firm ground.

In order to improve our communications to the membership, we are in the process of developing the NFNPA Website; this will be a platform for Members to access information and important documents such as the Collective Agreements and 'Duty Report' preambles, as well as a repository of the services that support our membership. We are also developing a Wellness/Support portal, within the Website.

N.A.P.S First Nations Police Association, PO Box 29173 McIntyre Centre, Thunder Bay, ON P7B 6P9
info@nfnpa.ca

NAPS is an expanding organization, and we have had many new hires in the past year; just as a reminder, if you believe that you have an unresolved / outstanding matter, including WSIB & LTD, please communicate with us at: info@nfnpa.ca Also, we encourage you to join the NFNPA private Facebook group: NAPS First Nations Police Association. As this private group is only available to NFNPA Members, and in order to ensure the integrity of the page, you will be asked a series of qualifying questions prior to being admitted entry into the group.

In the coming weeks, the Association is excited to provide notice to the membership regarding our very first Annual General Meeting; for now, please mark December 1st, 2025, in your calendars.

Kip McKenzie,

President, NFNPA

'Providing leadership through advocacy, education, and support'

N.A.P.S First Nations Police Association, PO Box 29173 McIntyre Centre, Thunder Bay, ON P7B 6P9
info@nfnpa.ca

January 30th, 2026

Interim Pay Increases, NFNPA Civilian Unit

Dear Civilian Members,

In consideration of the one-year term that the NFNPA put forward regarding the Civilian Unit Collective Agreement, aligning the expiry of the Civilian CBA with that of the Uniform CBA, and with that date (March 31st, 2026) fast approaching, the Employer and the Association have agreed to interim pay increases.

This agreement is also with the understanding that the Association will be re-engaging the Civilian membership in order to expand the submission of the negotiation proposals; the expanded submissions will be accompanying the Uniform negotiation proposals.

The interim pay increases are as follows:

-April 1, 2025, 2.75% increase. Retroactivity will be applied.

-April 1, 2026, 2.75% increase.

-Special Constable – Offender Transport: January 1, 2025, 8% increase (applied prior, in calculation of the April 1, 2025, 2.75% increase). Retroactivity will be applied.

In the coming weeks, the Civilian membership will have another opportunity to participate in a bargaining survey, in preparation for the addition of the Uniform Collective Bargaining process to commence. We look forward to all of your input.

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

NFNPA Bargaining Committee

Chair: Dante Lagrange, Civilian Director

Kip McKenzie, President

Cory Roberts, Vice-President

N.A.P.S First Nations Police Association, PO Box 29173 McIntyre Centre, Thunder Bay, ON P7B 6P9
info@nfnpa.ca

From: N.A.P.S First Nation Polic Assoc.
Sent: Friday, November 21, 2025 8:24 PM
To: N.A.P.S First Nation Polic Assoc.
Cc: kmckenzie fnpao.ca; croberts fnpao.ca; rhahnle fnpao.ca; dlagrange; Matt Gulka; Eric Rego
Subject: Fw: NFNPA Annual General Meeting, December 1 2025

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 1st, 2025, 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

Topic: NFNPA Annual General Meeting
Time: Dec 1, 2025 06:00 PM America/Toronto
Join Zoom Meeting
https://us02web.zoom.us/j/88967932878?pwd=6nbMRwysjD7WDNb4cLzb3dYpzhfgPD.1

Meeting ID: 889 6793 2878
Passcode: 599977

One tap mobile
+14388097799,,88967932878#,,,,*599977# Canada
+15873281099,,88967932878#,,,,*599977# Canada

Join instructions
https://us02web.zoom.us/meetings/88967932878/invitations?signature=4U4Rr1g534qoBTT7T4sARF2jf5DZT2ZNXNPfTPIBhdw

December 22nd, 2025

December 11th, 2025, Collective Bargaining Meeting Update, NFNPA Civilian Unit

Dear Civilian Members,

On the 11th of December the Association and the Employer were engaged in Bargaining discussions and exchanged Negotiation Proposals. Although there was limited time, the discussions did provide clarity in how the parties will be proceeding during this process. We have secured January 26th, 2026, as the next Bargaining meeting date.

Collective Bargaining discussions themselves remain confidential, along with the content of the proposals; however, the Bargaining Committee would like to advise you that we remain hopeful & confident that this round of Negotiations will yield results.

From the onset, the Association has encouraged the Employer to engage us in the necessary and often common informal discussions prior to any in-person meeting; we reaffirmed this in our December 11th Bargaining discussion, in order to refine both the Association and the Employer's return proposals prior to our January 26th meeting date.

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

NFNPA Bargaining Committee

Chair: Dante Lagrange, Civilian Director

Kip McKenzie, President

Cory Roberts, Vice-President

N.A.P.S First Nations Police Association, PO Box 29173 McIntyre Centre, Thunder Bay, ON P7B 6P9
info@nfnpa.ca

December 22nd, 2025

2025 Christmas & Holiday Season Message

Dear Members,

As the Christmas & Holiday season is upon us, I wanted to take this moment to thank all the Members for your hard work this past year; the N.A.P.S Communities are well-served by your dedication to the profession of policing.

This time of year has a special meaning; however, we remain mindful that many of our Members will be away from their family and loved ones. Please, take a moment to connect with each other throughout the coming days.

I wish you all a happy and healthy Christmas & Holiday season, along with a prosperous New Year.

Kip McKenzie,

President, NFNPA

N.A.P.S First Nations Police Association, PO Box 29173 McIntyre Centre, Thunder Bay, ON P7B 6P9
info@nfnpa.ca