



## TRANSIT POLICE

# EMPLOYMENT RELATIONSHIP & TERMS

Effective Date: September 12, 2005

Revised Date: June 21, 2013

Reviewed Date:

Review Frequency: As Required

Office of Primary Responsibility: Manager Human Resources

## POLICY

### Definitions

Chief Officer – The Transit Police Chief Officer or delegate.

Designated Constables – The Transit Police police officers appointed by the Police Board.

Member – A Transit Police police officer appointed by the Police Board.

Police Act – The BC *Police Act*, RSBC 1996, c. 367, and the regulations thereto, including the Transit Police Operations Regulation, all as amended from time to time.

Police Board – The South Coast British Columbia Transportation Authority Police Board.

SCBCTA – The South Coast British Columbia Transportation Authority commonly referred to as “TransLink”.

Transit Police – The South Coast British Columbia Transportation Authority Police Service.

Transit Police Personnel – Sworn police officers and civilians who work for the Transit Police.

TSML – The TransLink Security Management Limited, a subsidiary of the South Coast British Columbia Transportation Authority and legal entity/employer for the Transit Police.

### Authority

1. The Transit Police is a Designated Policing Unit in British Columbia established pursuant to s. 4.1 of the *Police Act* upon application made by the SCBCTA. Pursuant to the application approval, the Transit Police is a part of the TSML and all Transit Police Personnel are employees of the TSML. The Transit Police is governed by the Police Board.

**General**

2. Pursuant to s. 4.1(12) of the *Police Act*, any person appointed as a Designated Constable for the Transit Police is appointed subject to the terms of employment determined by the TSML as the “entity”.
3. The function of the Police Board, as contained in s. 4.1(3)(c) of the *Police Act*, to govern, administer and operate the Designated Policing Unit does not impose any obligation on the Police Board to determine terms of employment for Transit Police Personnel or to respond to employment issues, including but not limited to: terms of employment, remuneration, content of the TSML policies and procedures, and termination of employment.
4. Nothing in this policy limits the authority of the Police Board to appoint persons considered suitable as Designated Constables to perform designated policing as provided by the *Police Act* or the authority to request revocation of such appointments where the Police Board considers such revocation is appropriate.

**PROCEDURES**

5. Employment issues are the responsibility of the TSML and any employment related matters will be referred to the Transit Police Human Resources Section, on behalf of the TSML, or such other SCBCTA personnel as so designated by the TSML.
6. On behalf of the TSML, the TSML may delegate to the Transit Police handling of certain employment related matters.

**Terms of Employment**

7. Information regarding terms of employment will be provided to Transit Police Personnel upon commencement of employment and as otherwise made available through the Transit Police Human Resources Section, on behalf of the TSML.
8. Any queries with respect to employment should be directed to and addressed with the Transit Police human resources section, on behalf of the TSML.

**[See also: Collective Agreement]**

**Key References**

BC Police Act [RSBC 1996, Chapter 367]

Designated Policing Unit Application for the South Coast British Columbia Transportation Authority Police Service, August 2012