

Dale Kinnear was appointed as a constable to the Ontario Provincial Police in November 1975 and posted to Dryden, a Trans-Canada highway and general duties detachment in the District of Kenora. In 1977 he was transferred to Central Patricia detachment, the most northerly duration detachment of the O.P.P. Much of this northwestern Ontario experience involved policing on First Nations territory. In 1980 he transferred to a general duties detachment at Kemptville in eastern Ontario.

In 1984 he was elected Secretary of his local branch of the Ontario Provincial Police Association (OPPA) and then Chair of the branch in 1985. In this capacity he served as branch delegate to semi-annual general meetings of the OPPA. In 1992 he was elected to the Board of Directors of the OPPA. In that tenure he served as a Director and was elected Chair of the Board. As an OPPA Board member he was involved in all the major police labour relations of that time. Ontario's Social Contract negotiations and implementation, changes to use-of-force legislation and procedure, civilian oversight, public complaint legislation and process, collective agreement negotiation and administration. As the Director tasked with Occupational Health and Safety Committee responsibilities he launched the Ontario Ministry of Labour investigation that resulted in the revolver being replaced by the semi-auto pistol for Ontario police officers.

In 1996, Mr. Kinnear accepted the Director of Labour Services position with the Canadian Police Association (CPA) on secondment from the OPP. As Director of Labour Services he dealt with all manner of police labour relations issues and policing at the local, provincial and national level, including the Supreme Court case that resulted in collective bargaining for the RCMP.

Through his CPA responsibilities Mr. Kinnear was very active in international police labour relations. As General Secretary for the International Council of Police Representative Associations (ICPRA) 2002 – 2009, he was involved with police labour associations and unions in the United States, Europe, Africa, Australia and New Zealand.

Mr. Kinnear retired from the OPP in 2005 and from the CPA in 2009. Since that time he remained involved in the RCMP collective bargaining case, acted as a consultant on interest arbitration and collective bargaining and remains involved with the ICPRA.