

Jan. 29th 2015



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[national@mppac.ca](mailto:national@mppac.ca)

## EXERCISE YOUR CHARTER RIGHTS - PARTICIPATE IN MPPAC

Dear RCMP Membership:

**INVITATION TO PARTICIPATE IN MPPAC** - The Supreme Court of Canada decision announced on Jan. 16, 2015 cleared the way for members of the RCMP to engage in collective bargaining through an independent employee association. Through the hard work and dedication of members of MPPAC and the provincial associations, we have won recognition of our rights. *We thank all of you who have joined with us to help achieve this historic victory.* Now we must act on that opportunity. The first step down this path is to join together. We invite you to begin working with your fellow members and MPPAC to make the RCMP a better place to work for all of us, and a better police force for all of Canada. If you are not a member of MPPAC, [please](#) join now.

**UNDERSTANDING THE FUTURE** - The RCMP is poised to begin a new and more respectful and balanced phase of relations between management and members. This is the point of the Supreme Court's decision. The court determined that members could not genuinely advance their own interests through the Staff Relations Program without the interference of management because the SRRP is "squarely under its control". We are entitled to join together to "meet on more equal terms the power and strength" of our employer. This is our opportunity to identify our priorities and advance them together. In this process every single member's voice matters.

**GET INVOLVED** - The government has a year to respond to the Supreme Court's decision. During that time, we expect that legislators will be preparing a framework to comply with the ruling, ensuring that we can bargain through an independent employee association. What happens over the coming year will shape the future of the RCMP and impact every member. We all have an interest in understanding how the government intends to implement the Supreme Court's decision, and to ensure that it represents the beginning of a new and positive era for our members. For that reason, MPPAC will be engaging with the government in this process, on behalf of our membership and the interests of all members of the RCMP. We want to know what you think. MPPAC is an organization of members, for members. We work together to determine and advocate for the membership. Communicate with us and make your voice heard at [national@mppac.ca](mailto:national@mppac.ca)

**OUR POLICING COMMUNITY** - We have the support of police associations across Canada and beyond. The bargaining processes that will be new for our members are the norm for all other police forces in Canada. Police associations are recognized not only as legitimate stakeholders within the force, but as important contributors to policing and justice. We now have the opportunity to work together to improve our workplace and our force, just like our colleagues from other policing agencies. To make the most of this opportunity, we encourage members to talk to colleagues both inside and outside of the RCMP to find out more about how collective bargaining works in other police organizations, and how we can make it work for us. We need to discuss and establish our priorities for our workplace.

**WHAT'S NEXT** - MPPAC is now streamlining our processes with our members and executives across Canada to engage with the government through the legislative phase and into bargaining. With the support and assistance of the Canadian Police Association, we will be working to educate members and bring them together to develop priorities and interests that we can advocate for together. In the coming weeks we will be announcing meetings at locations across Canada and identifying other ways that we can build communications in order to work together. Remember, MPPAC is your association and your voice, so we welcome your feedback. Stay tuned to [www.mppac.ca](http://www.mppac.ca), like us on Facebook and follow us on Twitter.

## **LET US BE YOUR ADVOCATE**

The Mounted Police Professional Association of Canada (MPPAC) aims to become the independent labour representative for all non-commissioned RCMP members. MPPAC was established in 2010 to fight for the right to engage in collective bargaining through an independent association on behalf of RCMP regular and civilian members across Canada. We strive for excellence in our conduct and obligations. We provide leadership to all of our membership, on justice issues which affect the quality of life of all Canadians. The Association does not seek or support the right to strike. To learn more, visit [www.mppac.ca](http://www.mppac.ca).

*Become a member today and let's put forward a collective voice on work issues that concern us all. Please forward this message to your RCMP colleagues who are not yet members of MPPAC.*

**MPPAC | Mounted Police Professional Association of Canada**  
**ACPMP | Association Canadienne de la Police Montée Professionnelle**

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