



Mounted Police Professional Association of Canada  
Association Canadienne de la Police Montée Professionnelle

## Member Communication

*This is the fifth in a series of communications from MPPAC, the Mounted Police Professional Association of Canada. Please visit our website, at [www.mppac.ca](http://www.mppac.ca) for more information about our organization and how you can become a member!*

*If you missed any of our previous communications, or this is the first you have received, please visit our archive, at [www.mppac.ca/communications](http://www.mppac.ca/communications) to read online and download copies to share with your division colleagues.*

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### DEAR COLLEAGUES

Our nationwide membership drive is now underway, and we ask you to join us and become a member of MPPAC.

### WHY JOIN NOW?

As you know, there are significant changes coming to employment relations within the force. Bill C-43, the *RCMP Modernization Act*, is making its way through parliament, and one of the changes it will introduce is the framework for collective bargaining within the RCMP through an independent association.

Additionally, the clock is running out on the government's stay of the Superior Court's decision requiring the government to recognize our association and bargain with us. We need to show the government that we are united and that we want to negotiate on our own behalf for our collective interests.

Right now, there are a lot of voices claiming to speak on your behalf and claiming to know what you want. They will continue to do so if you remain silent. Please make the decision now to have your voice heard by joining ours so that we can send the message loud and clear: members want to be active participants in negotiating their own future through an independent professional association — our association — MPPAC.

## **BECOME A MEMBER**

To join, simply visit [www.mppac.ca/membership](http://www.mppac.ca/membership) to register online or to download an application form for mailing. The registration process is fast and simple.

There are those within both the force and government who want avoid collective bargaining. One of their arguments against collective bargaining is that members do not want it. We need to show them that our members do want the same rights and respect enjoyed by all other police forces in Canada.

Show them what you want by joining MPPAC!

## **JOIN AND PARTICIPATE!**

The most important thing you can do to help after becoming a member of MPPAC is to stay informed as we move towards collective bargaining — stay informed, and share your knowledge with your colleagues. We will continue to provide updates so that you can stay on top of these changes — bookmark [www.mppac.ca](http://www.mppac.ca)!

We are also looking for members to take active roles in the association, to assist in everything from taking additional time to talk to colleagues or participate at local meetings or events, to taking on leadership positions within association branches. [Read our constitution](#) and see that we are an association of members, for members, run by members. Be one of our leaders!

We know that members are faced with heavy and competing demands, both personal and professional, and not everyone make time to volunteer. You can still support the association by joining and by encouraging your colleagues to do the same.

## **A REMINDER: THE IMPORTANCE OF JOINING MPPAC**

We have said it before but we will say it again: *joining together in an an independent professional association to engage in collective bargaining is the best way to advance your interests in your employment with the RCMP.*

You should join because our court challenges have finally secured the right for members of the RCMP to enjoy the same freedoms as though of our colleagues in every other police force in Canada. Those colleagues have joined together in professional associations and improved their employment outcomes, strengthened their morale and developed their sense of community in their respective forces. We can too!

You should join because MPPAC seeks to secure the best possible collective agreement for its members. Collective bargaining is the *only* means of producing a collective agreement, a document that legally binds both parties to all agreed terms and

conditions. The process also provides for a neutral, third-party arbitrator to resolve disputes and impasses.

You should join because the issues that we — MPPAC — will pursue are the issues you identify and care about, and the outcomes we seek will be the ones that you choose.

## **A FINAL WORD**

We would like to welcome all of our new members, and thank all of our long time members for their continued support and contributions. We look forward to working with all of you over the coming months, and building MPPAC into a strong and proud professional police association serving members across Canada.

*It's your RCMP, it's your future, you can make a difference!*