



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

Member Communication

This is the eighth in a series of communications from MPPAC, the Mounted Police Professional Association of Canada. Visit [our website](#) for more information on how you can [become a member](#), and to access our [previous messages](#).

DEAR COLLEAGUES

We write this week to urge you to join us in building the association. We are on the path to collective bargaining. That process involves identifying and advancing members' interests, and we want you to be a part of it.

As hard working and dedicated members of the force, we know how challenging it can be to balance your family and personal life with your professional obligations. Join the association, share your priorities with it, and help set the agenda.

THE PENDING ELECTION

Many of you have asked us what effect the pending election will have on the association and its drive towards collective bargaining and a collective agreement for the membership. The answer is that it depends.

Bill C-43 (*The RCMP Modernization Act*), which was the legislative response to our victory in the Ontario Superior Court introduced in June 2010, has died without being passed. The bill, if passed, would have provided the statutory framework for the process of certification of a bargaining agent, and collective bargaining. Without a statutory framework, we rely upon the common law of collective bargaining.

The absence of a statutory framework does not yet matter. As you may recall, the government appealed our Superior Court win, and obtained a temporary stay, which prevents us from enforcing our rights. That stay remains in effect until 30 days after the Supreme Court releases its decision in another case (*Fraser V. Ontario*) which deals with collective bargaining issues.

If the decision is released and the stay is lifted and no legislative framework is in place, we will commence the collective bargaining process with the government on behalf of our members without reference to any statute. If a statute is then in place, we will follow the statutory procedure.

The election has derailed the process of obtaining a statute under which members can engage in collective bargaining. It is clear to the association that the government did not desire to pass Bill C-43 because it does not want to have to recognize an independent association of members and engage in collective bargaining. The government would prefer to preserve the status quo, and dictate terms without the give and take of negotiation.

It is our intention to work with the next government to bring forward a statutory framework that facilitates the process of collective bargaining for RCMP members.

REMEMBER WHAT WE SEEK TO ACHIEVE

Collective agreements end voluntary overtime and the abuse of other overtime provisions like call-back, call-out, and stand-by. Our colleagues across Canada are not subject to these abuses because they already have certified collective bargaining units defending their members' interests. These units have negotiated terms and conditions, collective agreement language, on all forms of overtime. These negotiations include a neutral, third-party grievance process to settle disputes.

Upon certification, the bargaining unit — MPPAC, your democratically accountable and member-controlled association — has carriage of all grievances and members can rely on the association to take every necessary measure to facilitate the grievance process with the full force of the organization.

Individual members are currently pitted against management and left to fend for themselves when pursuing grievances at the court level — often at considerable personal expense.

THIS IS ABOUT YOU

If you want to end voluntary overtime and other forms of unfairness in our compensation arrangements, if you want a balanced and neutral grievance process, if you want independent employee representation, governed and directed by the membership, choose membership in the association. Choose MPPAC!

There's [still time for you to join](#) during our nationwide membership drive!

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