



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

## Member Communication

*This is the eleventh 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](#).*

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### DEAR COLLEAGUES

While many of you have encouraged us to “fight back” against the recent SRR “Straight Talk” message, we do not see that as beneficial to our membership.

We believe you need reliable information on the issues relevant to you and the future of employee relations within the RCMP, and we remain committed to providing you with this information.

What we believe you need to know is this: the recent Supreme Court of Canada decision in *Fraser* preserved that court’s earlier ruling in *BC Health Services* that said collective bargaining is a part of the freedom of association.

This is what we shared with you in our previous message regarding *Fraser* and we stand by it.

The quotes recently provided by the SRR were taken from two of the minority decisions rendered in the case — they did not come from the majority decision.

As you know: it is the majority decision that matters.

We will have further opportunity to debate the meaning of this case when the government’s appeal of our successful decision is heard. The SRR, through the Legal Fund, will be there opposing us, and arguing on the side of the government for a restricted interpretation of our constitutional rights.

## **DOUBLE STANDARDS**

In 2003, Canada Customs, Citizen and Immigration Canada, and the Canadian Food Inspection Agency merged to create the Canadian Border Services Agency (CBSA).

The CBSA has approximately 13,000 employees (7,200 of which are uniformed officers) that are represented by the Customs and Immigration Union (CIU), an independent professional association that has been active (in several forms) since 1906.

When the government began arming border officers in 2006, the Public Service Alliance of Canada (PSAC) and the CIU filed a grievance against the government for violating the terms of their existing collective agreement while implementing this new program.

In the round of collective bargaining that followed in 2007, the CIU succeeded in securing improved hours and shift framework, increased training measures, and a minimum 19.5% wage increase in their collective agreement with the government.

We think it's time you enjoyed the same rights and processes as your colleagues. The CBSA and the RCMP have the same employer, the same national scope, and both carry out enforcement duties — why does our mutual employer use separate representational systems for these similar agencies?

After all, the success of the CIU is proof that our mutual employer is perfectly capable of negotiating with an independent, member-run police association at the national level.

## **BECOME A MEMBER TODAY**

Our members have decided to support our efforts because they all share a belief in the effectiveness of collective bargaining, the democratic principles and accountability of an independent association, and the positive role it can play in their lives.

And our constitution ensures that all of our members continue to have a voice beyond their support for collective bargaining: they are heard, they have an active role in shaping our agenda, and they are represented proportionally.

Join during [our nationwide membership drive](#), by [downloading the mail-in form on our website](#) or by [registering online](#). Becoming a member is fast and simple!

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