



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

## Member Communication

*This is the twelfth 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

Over the past few months, several of our members have asked us to assist them with a wide variety of employment issues. We have taken action, initiated case-by-case dialogue with management, and are in the process of having these members' respective concerns heard, addressed, and resolved.

We write to you today to share some of what we have accomplished, so that you can see how MPPAC is standing up for its members and actively helping to shape a new era of employment relations in the RCMP.

### PENDING APPEAL

As you may recall, the government has appealed the decision of Justice MacDonnell, which declared unconstitutional the existing SRR Program.

Justice MacDonnell suspended his declaration of constitutional invalidity for 18 months, which ended last fall. Since that point, the declaration has been stayed by Order of the Court of Appeal for Ontario. That Order was due to expire at the end of May, and recently the government sought to extend that period until the hearing of the appeal.

We agreed to that extension on the basis that the existing conditions of the stay remain in force, and that the parties jointly request an early appeal date.

We expect the appeal to be heard in November.

## RECENT SUCCESS FOR OUR MEMBERS

We are pleased to be able to share with you a few examples of successful intervention on behalf of our members:

- *Member Grievance* — in March, a group of our members from the same unit were subjected to an unprecedented schedule adjustment that left them unable to perform their duties to the best of their ability. MPPAC was able to secure a revised schedule for the entire unit (not just our own members), that properly conformed to regulations, approximately 30 days after interceding.
- *Code of Conduct* — one of our members had been unable to obtain the final report from a Statutory and Code of Conduct Investigation expected to resolve the situation. After a series of emails, MPPAC helped secure a meeting with a line officer for our member after only three days, and we are currently awaiting a reply to a formal letter confirming the final report's release.
- *Compassionate Transfer* — we recently advised a member who had been unable to obtain a compassionate transfer after numerous requests. With MPPAC's guidance, this member has since succeeded in conveying the severity of their situation and appropriate arrangements are now underway.

In the above cases, our members were unable to get results using the current representation system; they were only able to have their voice heard by working with their independent association.

The existing SRR Program is not independent of management. This is simply unheard of in every other major police force across Canada, and would be considered an unacceptable conflict of interest. This is why representing our members in this way is of the utmost importance — and, it helps demonstrate why an independent association is necessary in future employment relations.

We will be posting other examples of member assistance to a special page on our website, at [www.mppac.ca/MemberAssistanceCases](http://www.mppac.ca/MemberAssistanceCases) in order to better demonstrate how MPPAC is working to get results for its members.

## MEMBERSHIP DRIVE

Our nationwide membership drive continues!

Simply [visit our website to register online or download the form](#). It's fast and simple!

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