



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

Member Communication

This is the fourteenth 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

Recently, we shared with you news that our colleagues in Toronto and Vancouver had concluded successful negotiations with their respective employers, by exercising their right to collectively bargain through their independent, member-run associations.

These new collective agreements will provide Toronto with an 11.5% increase (effective 2011-2014) and Vancouver with an 8.8% increase (effective 2008 to December 2012).

The Ontario Provincial Police Association also just concluded successful negotiations that provide an 8.5% increase (effective 2011 to 2013) for their members. Their agreement includes a clause that will *guarantee* the OPP the top police services wage in Ontario, as a precondition of their next agreement in 2014.

YOUR HARD WORK DESERVES RECOGNITION

We've put together a series of tables with the above increase figures for Ontario, Toronto, and Vancouver for you to review below.

Their ability to consistently deliver for their members is why it's so important for us to finally exercise the same right to collectively bargain and begin securing the same market-value wages for your hard work as our colleagues across Canada.

It also serves as a reminder that the Pay Council must ultimately settle for whatever the government is willing to give us. Other forces, through their associations, are moving ahead by increasing the market-value of policing services. It's time we ended the illusion of being in the so-called "top 3" and actually became number one overall — something, as Canada's largest police force, that is entirely within our reach.

THE MARKET-VALUE OF POLICING SERVICES IN CANADA ¹

Toronto Police Department, Collective Agreement (2011-2014)

POSITION	(2010)	2011	2012	2013	2014
FCC	81,249	83,851	86,368	88,846	90,623
FCC (+3% ret)	83,686	86,355	88,921	91,484	93,288
FCC (+6% ret)	86,124	88,860	91,475	94,121	95,954
FCC (+9% ret)	88,561	91,364	94,028	96,759	98,619
SGT - DET	92,217	95,171	98,028	101,284	103,763
S/SGT - S/SGT	101,966	105,233	108,392	111,946	114,638

INCREASE BY DATE

2011	3.19 %	1 January 2011 (2.75%)*	1 October 2011 (0.44%)
2012	2.98 %	1 January 2012 (1.50%)	1 July 2012 (1.48%)
2013	2.85 %	1 January 2013 (1.80%)	1 December (1.05%)
2014	2.00 %	1 January 2014 (2.00%)	

**retroactive*

Vancouver Police Department, Collective Agreement (2008-2012)

POSITION	(2009)	2010	2011	2012
FCC	79,080	81,430	83,850	86,002
FCC (+ 5 years)	83,034	85,502	88,042	90,302
FCC (+10 years)	86,988	89,573	92,235	94,602
FCC (+15 years)	90,942	93,645	96,427	98,902
SGT	94,869	97,716	100,620	103,202
S/SGT	106,758	109,931	113,197	116,102

INCREASE BY DATE

2010	2.95 %	1 April 2010 (1.50%) *	1 October (1.45%) *
2011	2.95 %	1 April 2011 (1.50%)	1 October (1.45%)
2012	2.55 %	1 April 2012 (1.25%)	31 December (1.30%)

**retroactive*

Ontario Provincial Police, Collective Agreement (2011-2013)

POSITION	(2010)	2011	2012	2013	2014
FCC (3-7 years)	79,450	83,483	+ 0%	+ 0%	> 93,623 ***
FCC (8-16 years)	82,628	85,483	+ 0%	+ 0%	n/a
FCC (17-22 years)	85,012	88,492	+ 0%	+ 0%	n/a
FCC (23+ years)	87,369	90,997	+ 0%	+ 0%	n/a
SGT	89,779	94,336	+ 0%	+ 0%	n/a
S/SGT	101,698	106,859	+ 0%	+ 0%	n/a
S/MAJ	104,080	109,363	+ 0%	+ 0%	n/a

INCREASE BY DATE

2011	5.075 %	1 January 2011 (5.075%) *
2012	0 %	
2013	0 %	
2014	to be negotiated	approx. > 3 % **

* retroactive

** 2011-2014 includes the following clause "...percentage increase shall be the amount required to raise the salary rate of the First Class Constable to number one in Ontario."

*** Since the TPD First Class Constable rate for 2014 is set at \$93,623, OPP First Class Constable will, through the above clause, be at least equal to (if not more than) this amount, subject to negotiation.

RCMP Pay Council Compensation Figures (2010)

POSITION	2010	2011	2012	2013	2014
FCC	76,792	77,944	n/a	n/a	n/a

INCREASE BY DATE

2011	1.5 %	1 January 2010 (1.5%)
2012	1.5 %	1 January 2011 (1.5%)

The Pay Council submits proposals for increases every year but is ultimately forced to accept whatever the government is willing to offer, which is often below market-value.

Note: The above percentages **do not** include OT or VOT.

THIS IS ABOUT RESPECT

You continue to make sacrifices for work on a daily basis, and often at great personal expense. We know it's not just a job: you do it because you're dedicated to making the RCMP a success — and we are, too.

Our objective is to make sure those sacrifices and efforts are recognized and valued appropriately by our employer. Collective bargaining is not only the standard means of achieving these results for police services in Canada, it establishes a framework for mutual respect between employer and employee.

HERE'S HOW YOU CAN JOIN OUR INDEPENDENT ASSOCIATION

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

We're still looking for assertive members to help us organize regionally.

Want to get involved? Let us know: national@mppac.ca

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

¹ All three agreements are in the process of being ratified by their respective memberships; however, they are unprecedented successes and expected to pass without issue. The information used in this table is the property of the respective police associations and is featured in this message with their express permission. MPPAC is immensely grateful for their assistance.