



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

## Member Communication

*This is the sixteenth 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

We want to put your safety first. We asked our national membership to put their safety concerns forward and, in this message, we are proud to share the first group of such concerns with the entire force. Our special thanks to our members in Saskatchewan and the Territories for their particularly comprehensive feedback!

### SAFETY CONCERNS FROM OUR MEMBERSHIP

- **Protection** — immediately provide level-four “hard armour” protection for all officers in order to protect against a variety of powerful rifles and guns (especially in rural areas).
- **Back Up** — fix staffing shortages that leave officers isolated with the closest back up personnel often considerably far away. Trying to do more with less puts everyone at risk.
- **Firepower** — provide a semi-automatic medium calibre firearm and an appropriate carbine for rural deployment. Better armour is a good start but firepower counts, too.
- **Education** — offer adequate opportunities to undertake courses and training associated with new firearms and protection in order to ensure fair and timely access to resources.
- **Responsibility** — rely less on affiliate organizations and contractors in northern areas by relying more on force personnel (and therefore also cut overall budgetary expenses).
- **Scheduling** — eliminate excessive back-to-back day work sets that pose significant health and safety risks when combined with lengthy on call time and overtime.

Every other major police force in Canada is represented by an independent member association empowered to raise health and safety concerns with their respective

employers. If an employer fails to take action on the complaint the association can file a formal complaint with the provincial labour department or appropriate agency.

In the case of the RCMP, Part II of the Canada Labour Code (CLC) applies and complaints under the CLC are filed with Human Resources and Skills Development Canada (HRSDC) for investigation and due process. The complaint and subsequent investigation can result in HRSDC issuing the employer an order to comply or proceed to adjudication under the statute before a neutral, third-party adjudicator.

It's time you enjoyed the same rights through an independent member association and we're going to keep fighting for it!

### **THINK OUR EMPLOYER CAN DO BETTER?**

Have a safety concern that you'd like you to share? We'd like to hear about it. Your thoughts and feedback are always welcome, write to: [national@mppac.ca](mailto:national@mppac.ca)

Want to help us make a difference? Join your friends and coworkers who are already contributing to our collective voice and actively working to define our agenda. Become a member of MPPAC today: [just visit our website to register online or download the form.](#)

*And don't forget, we're still looking for volunteer members who are interested in taking on leadership and organizational roles!*

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