

DEAR COLLEAGUES

We are fighting for our right to engage in collective bargaining with our employer — a right enjoyed by every major police force in Canada *except* the RCMP.

We are all professional members of the force and do not advocate strikes or work actions. This fight is not about that — or the history and traditions of the RCMP, policing operations from the municipal to international level, or even who runs the force.

WHAT IS COLLECTIVE BARGAINING AND OUR COURT CASE ALL ABOUT?

This is about compelling our employer to recognize our independent, member-funded association and engage in collective bargaining negotiations.

This is about producing a collective agreement with our employer, the result of collective bargaining, on compensation (including salary, expenses, allowances, and severance, on schedules (including overtime, the elimination of voluntary overtime, and leaves of absence), on postings and transfers, and on group and individual grievances.

This is about clearly defining how employees are to be compensated by our employer and treated by management, according to the collective agreement, and establishing fair and equal treatment across the board for all employees.

This is about a timely, equitable, and neutral grievance process.

This is about effective member representation in the grievance process, discipline process, public complaint process, public inquiries, inquests, occupational health and safety complaints and criminal investigations, involving on-duty conduct by members.

This is about establishing mutual respect between employer and employee, supported by a collective agreement, that recognizes and values all of our hard work and sacrifice.

This is about working together to define an agenda of workplace issues that we are all concerned about and using our collective voice to make a difference in the lives of every member of the force.

HAVE YOU EVER ASKED YOURSELF. . ?

- *How the Pay Council is structured?*
- *Why we have a Pay Council when every other major police force has the right to collective bargaining through an independent association?*
- *Why you have never had the opportunity to vote on pay and benefit proposals while every other major police force in Canada does?*
- *Why this right to vote is withheld by parliament — whose members get to vote on their own pay and benefit packages?*
- *Why you are entrusted to carry a firearm, have sweeping authority to detain, arrest, and (if necessary) use force against citizens, but cannot be entrusted to exercise authority in negotiation for fair compensation?*
- *That management consistently bends or changes policies to fit their own needs?*
- *How potential changes in the disciplinary process could affect you?*

If you've ever asked yourself any of these questions, then you have a lot in common with our national membership — and certainly identify with our fight to secure the right to engage in collective bargaining with our employer through an independent, member funded, recognized association.

Tell us what you think about the present state of the force at: national@mppac.ca

HELP US SECURE A COLLECTIVE AGREEMENT!

Demonstrate your support for collective bargaining and become a member of MPPAC. Join your friends and coworkers who are working to define our agenda and help make a difference. Registration is simple: **just visit our website to register online or download the form.**

Visit **our website** for more information about MPPAC and to access our **previous messages** — 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!